2023 Manufacturing Compensation & Benefits Survey©



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Compiled by:

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Introduction

The Manufacturers Alliance is pleased to present the 2023 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, 2023.

Participating Organization Information

This year, 203 companies with a combined total of over 97,000 employees submitted compensation and benefits data for the survey. The collective annualized compensation reflected in this survey report represents in excess of $1.7 billion.

Annual Revenue

Participants were grouped into one of five revenue categories for data analysis. The average annual revenue reported was $266.9 million (median annual revenue of $44.1 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
12.4%	13.9%	20.3%	25.2%	28.2%

Participants were also asked to indicate how they anticipate gross revenues to change in 2023 compared to 2022. The majority of firms (69%) reported 2023 revenues will increase; 24% reported revenues will stay the same as 2022, and 7% reported they anticipate revenues will decrease this year.

Number of Employees

Participants matched and reported pay-related data for 29,920 employees in 208 survey jobs. The median total employee headcount is 140.0 and the average is 485.6 (both figures higher than those reported in 2022, when the median was 112.5 and the average was 307.9).

Employee Group	25th Percentile	Average	Median	75th Percentile
Exempt	19.0	132.6	36.5	67.5
Non-Exempt Non-Production	5.8	81.0	13.5	41.8
Non-Exempt Production	32.8	253.5	68.5	153.0
Temporary	0.0	18.4	2.0	10.0
Total Number of Employees	67.5	485.6	140.0	286.8

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.

Employee Turnover Rates

In this section, participants reported information on turnover rates over the last 12 months for:

- Voluntary separations (employee makes the decision to leave the company).
- Involuntary separations (company asks employee to leave the company for performance or layoffs).
- Total turnover rates (separations for any reason).

Total turnover rates reported in 2023 – on average across all groups – are similar to those reported in 2022 (26.2%). See the tables below for details reported by industry group and termination type. Industries where zero participants reported turnover data are not included in the tables.

Voluntary Separations

Industry Group	# Firms Reporting	25th Percentile	Average	Median	75th Percentile
All Industry Groups	189	11.0%	20.0%	17.5%	24.0%
Food & Kindred Products	6	19.1%	31.7%	25.7%	36.2%
Textile Mill Products	1	*	*	*	*
Lumber & Wood ex Furniture	6	19.3%	25.9%	26.5%	31.3%
Furniture & Fixtures	3	*	*	*	*
Paper & Allied Products	1	*	*	*	*
Printing, Publishing & Allied	10	8.7%	18.4%	14.7%	25.4%
Chemicals & Allied Products	8	13.9%	23.1%	21.7%	31.8%
Rubber & Plastic Products	23	17.8%	22.9%	20.7%	23.6%
Stone, Clay, Glass & Concrete Products	2	*	*	*	*
Primary Metal Industries	11	14.5%	19.8%	18.0%	22.1%
Fabricated Metal Products	54	9.0%	19.4%	17.0%	23.8%
Industrial Machinery Computer Equip	16	10.0%	14.8%	13.2%	20.1%
Electronic & Other Electrical	12	12.8%	18.4%	15.2%	21.5%
Transportation Equipment	1	*	*	*	*
Measur, Anal & Control Instruments	6	12.9%	14.5%	16.2%	17.8%
Misc Manufacturing Industries	29	10.0%	19.8%	17.0%	22.6%

Involuntary Separations

Industry Group	# Firms Reporting	25th Percentile	Average	Median	75th Percentile
All Industry Groups	189	2.0%	6.3%	4.6%	7.9%
Food & Kindred Products	6	9.7%	15.0%	11.7%	17.6%
Textile Mill Products	1	*	*	*	*
Lumber & Wood ex Furniture	6	5.0%	7.9%	8.0%	12.1%
Furniture & Fixtures	3	*	*	*	*
Paper & Allied Products	1	*	*	*	*
Printing, Publishing & Allied	10	3.7%	6.8%	4.4%	8.7%
Chemicals & Allied Products	8	2.3%	4.2%	3.5%	4.6%
Rubber & Plastic Products	23	2.9%	7.1%	5.0%	7.9%
Stone, Clay, Glass & Concrete Products	2	*	*	*	*
Primary Metal Industries	11	2.3%	6.3%	5.0%	9.0%
Fabricated Metal Products	54	0.6%	6.3%	3.4%	6.4%
Industrial Machinery Computer Equip	16	1.0%	4.4%	3.5%	6.9%
Electronic & Other Electrical	12	0.8%	4.5%	3.9%	7.0%
Transportation Equipment	1	*	*	*	*
Measur, Anal & Control Instruments	6	1.1%	9.0%	1.9%	14.7%
Misc Manufacturing Industries	29	3.0%	6.0%	5.0%	7.0%

Total Separation Rates (Voluntary & Involuntary)

Industry Group	# Firms Reporting	25th Percentile	Average	Median	75th Percentile
All Industry Groups	189	16.0%	26.3%	23.0%	33.1%
Food & Kindred Products	6	31.9%	46.6%	37.1%	45.9%
Textile Mill Products	1	*	*	*	*
Lumber & Wood ex Furniture	6	31.1%	33.8%	34.5%	38.8%
Furniture & Fixtures	3	*	*	*	*
Paper & Allied Products	1	*	*	*	*
Printing, Publishing & Allied	10	13.0%	25.2%	21.8%	31.6%
Chemicals & Allied Products	8	18.2%	27.3%	23.3%	35.0%
Rubber & Plastic Products	23	23.0%	30.1%	25.5%	38.0%
Stone, Clay, Glass & Concrete Products	2	*	*	*	*
Primary Metal Industries	11	18.1%	26.1%	24.0%	30.8%
Fabricated Metal Products	54	15.2%	25.6%	21.5%	31.5%
Industrial Machinery Computer Equip	16	13.3%	19.2%	19.5%	23.3%
Electronic & Other Electrical	12	12.9%	22.9%	22.8%	30.3%
Transportation Equipment	1	*	*	*	*
Measur, Anal & Control Instruments	6	19.1%	23.4%	19.5%	28.2%
Misc Manufacturing Industries	29	13.0%	25.8%	22.0%	29.1%

Union Status

Seventeen participants (8.4%) reported their unionization status as either Union or both Union and Non-Union. These firms reported pay data for 3,547 employees in 165 survey positions. This represents 11.9% of all employees reported.

Participating Companies

A list of participating companies is included in the last section of this report. In addition to an alphabetical list of companies, participating companies are listed by Industry Type, Number of Company Employees, and Distance from Minneapolis.

Compensation and Benefits Practices

In addition to Compensation Reports by Position for 205 survey jobs (3 positions had insufficient data for reporting), the survey report includes findings on a variety of compensation and benefits subjects including:

- Percentage of pay increases.
- Premium pay (shift differentials).
- Bonus and incentive program practices.
- Health and dental insurance practices, including costs.
- Retirement plans.
- Holidays and paid time off plans.
- Flexible work schedules offered.
- Education and training information
- Other benefits offered by participants.
- Value of benefits.

Brief explanations of pertinent terms and data displays are provided with the reported findings for each topic.

Participant Profile Report

Each participating organization that purchases the survey receives a separate analysis of their organization that enables them to directly compare their rates for individual positions against the same positions reported by all the other participating companies in the same industry category, the same geographic location and the same revenue size group.

Profile Reports include only those positions for which the participant reported data.

Profile Reports display Average Rate Paid by participant compared to the Average Survey Rate for participants in the same industry, geographic location and revenue size group. The Variance columns on the report show the percentage amounts by which the participant's reported pay level differs from that of all participants in the same industry, geographic location and revenue size group. Green, blue and red icons indicate where and the degree to which the participant pays above or below the "going market rate" (survey average) for each position.

Contact Information

If you have any questions about this report or any of the data reported, feel free to contact the survey sponsor directly:

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www.mfrall.com

This survey, or any other surveys, should not be used or directly referred to in collective bargaining sessions. They certainly can be used in preparation for these sessions.

Use of this report is restricted to survey participants and purchasers of the report. The design and content of this report are the property of the Manufacturers Alliance.

Compensation Practices

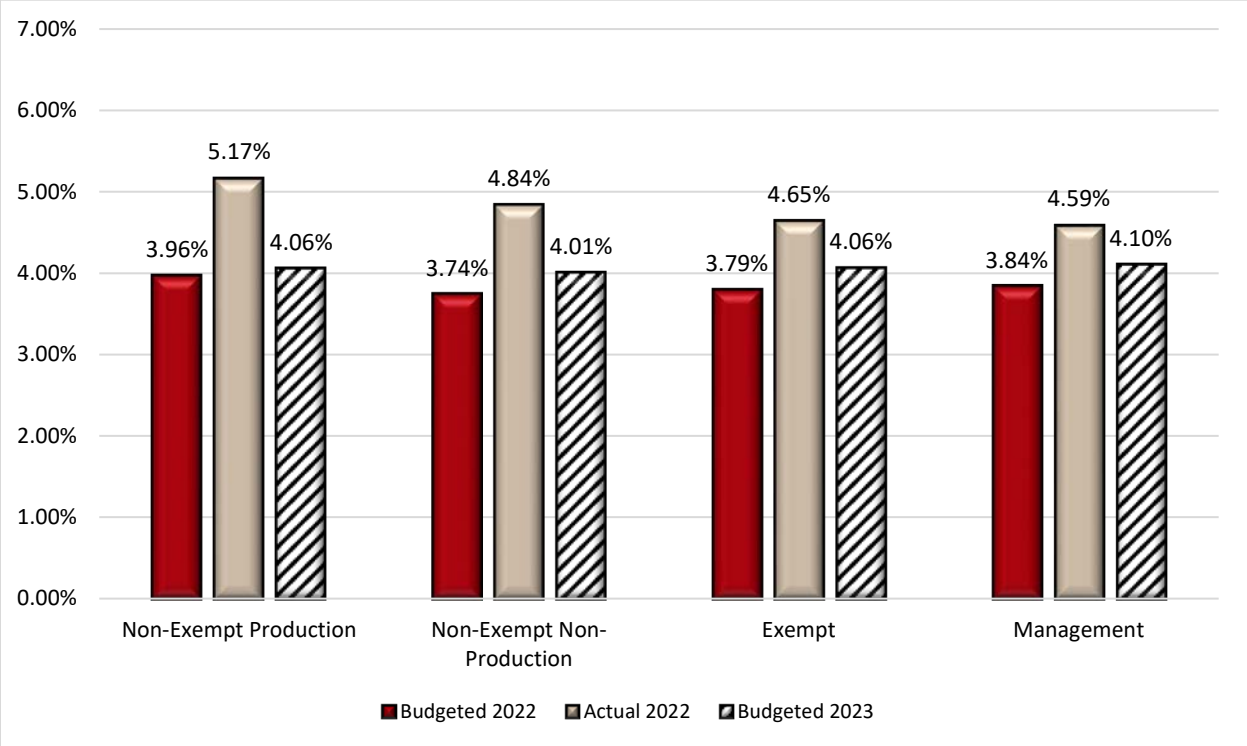
Compensation Adjustments

Average Percent Wage/Salary Adjustment

Participating companies reported actual 2022 and budgeted 2023 pay increases by employee group. The average budgeted 2022 pay increase data are from last year's survey results. See details in the table and chart below.

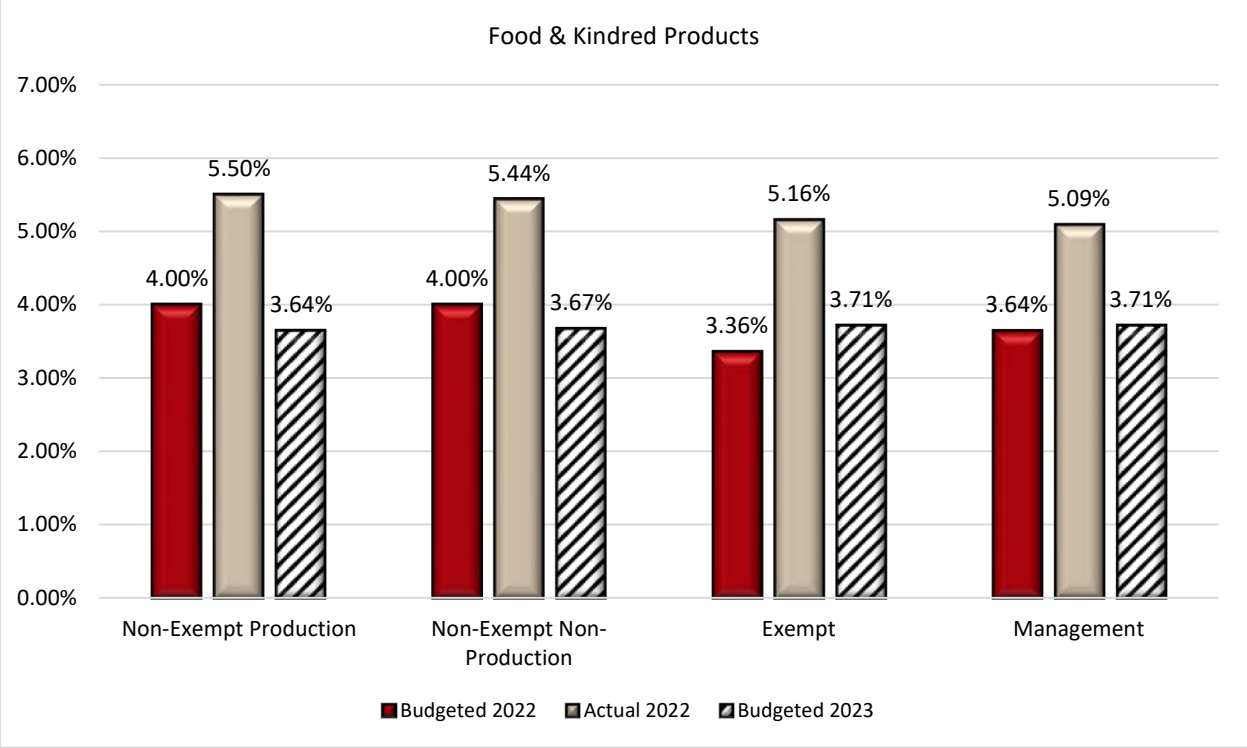
Note the results in the chart following the table exclude firms reporting no planned pay adjustments (zero percent).

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 2022	184	4.0%	3.0%	184	4.0%	3.0%
NEx Production – Actual 2022	190	5.1%	4.0%	188	5.2%	4.1%
NEx Production – Budgeted 2023	178	4.0%	4.0%	177	4.1%	4.0%
NEx Non-Production – Budgeted 2022	178	3.7%	3.0%	178	3.7%	3.0%
NEx Non-Production – Actual 2022	183	4.8%	4.0%	181	4.8%	4.0%
NEx Non-Production – Budgeted 2023	173	4.0%	4.0%	172	4.0%	4.0%
Exempt – Budgeted 2022	182	3.8%	3.0%	182	3.8%	3.0%
Exempt – Actual 2022	189	4.5%	4.0%	182	4.6%	4.0%
Exempt – Budgeted 2023	177	4.0%	4.0%	174	4.1%	4.0%
Management – Budgeted 2022	177	3.7%	3.0%	173	3.8%	3.0%
Management – Actual 2022	180	4.3%	4.0%	170	4.6%	4.0%
Management – Budgeted 2023	172	4.0%	4.0%	166	4.1%	4.0%

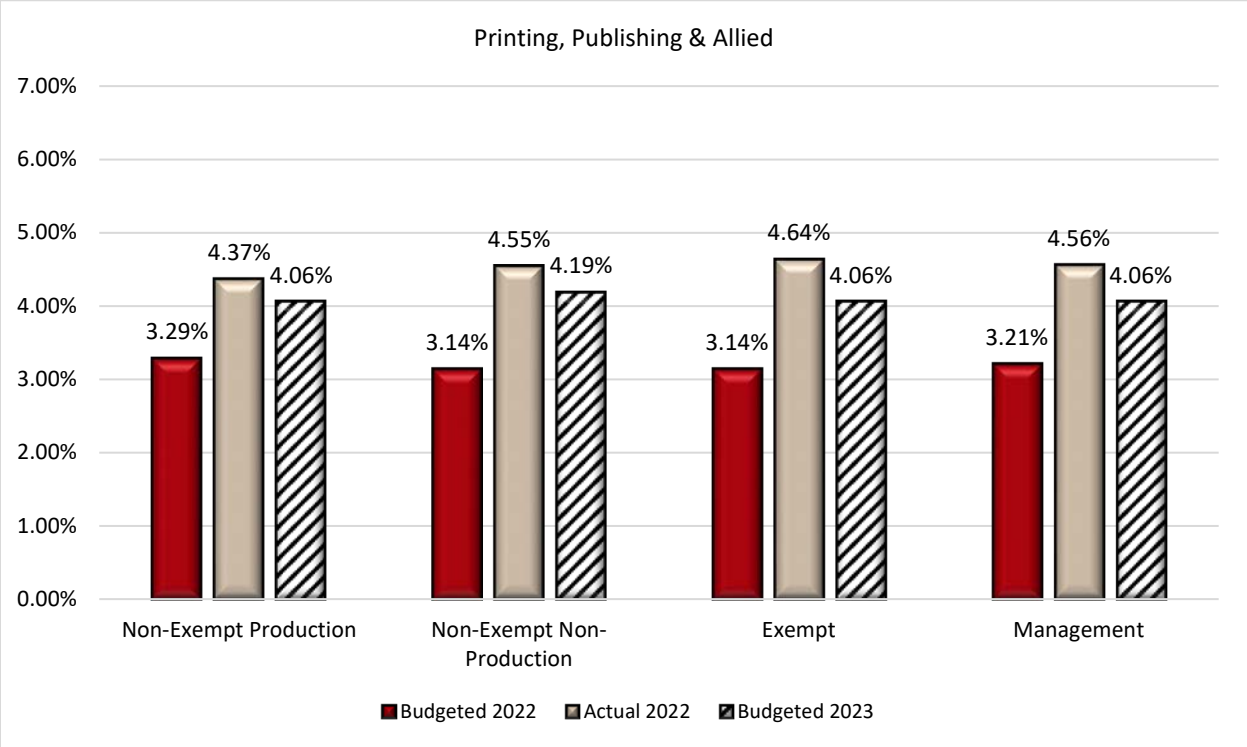


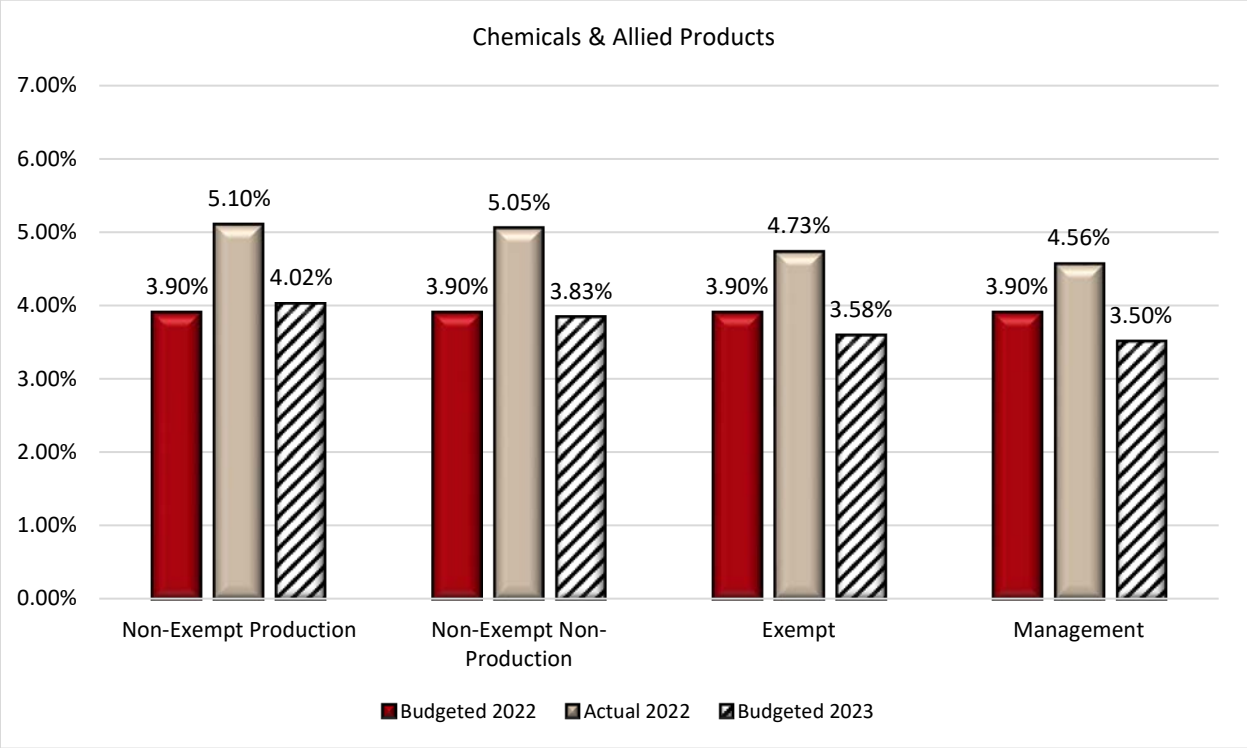
Average Percent Wage/Salary Adjustment by Industry

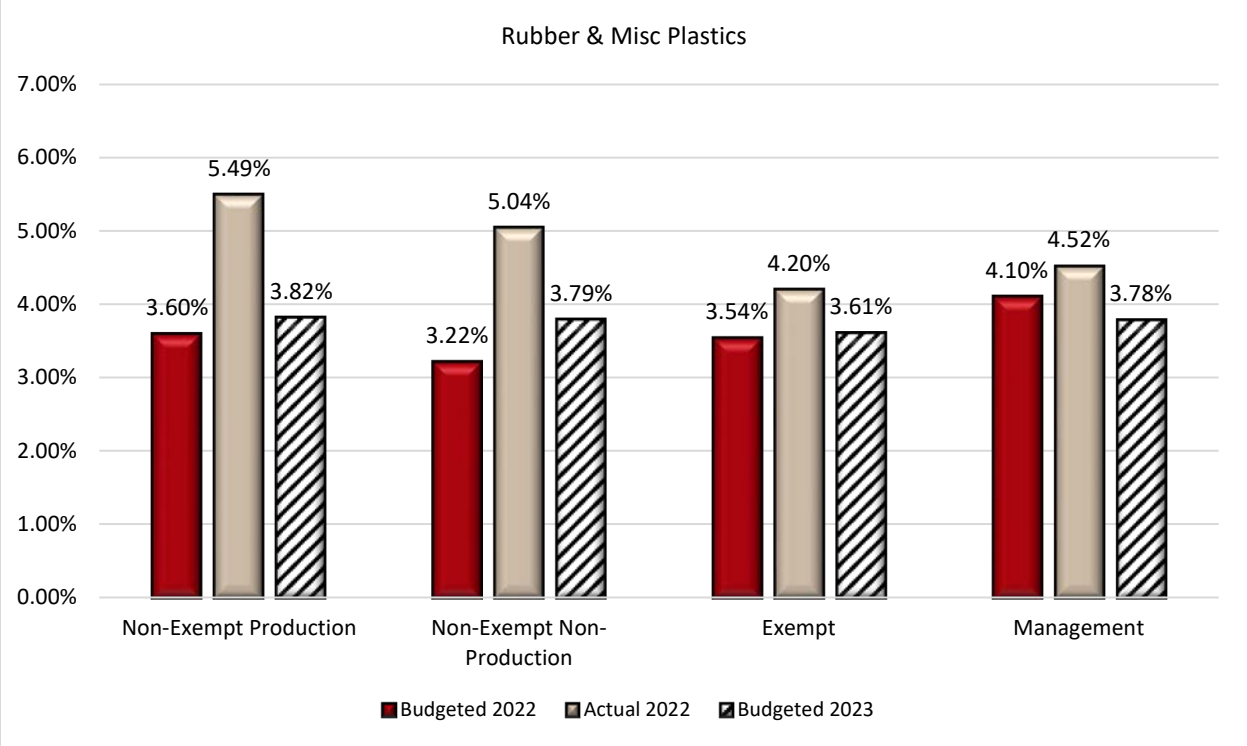
The following eleven charts indicate the average percent pay adjustments, including (as reportable) budgeted 2022, actual 2022 and budgeted 2023, by industry. Average budgeted 2022 pay increase data are from last year's results. Adjustments exclude zero percent reported adjustments. Results are not shown for industries where fewer than five participants reported information.

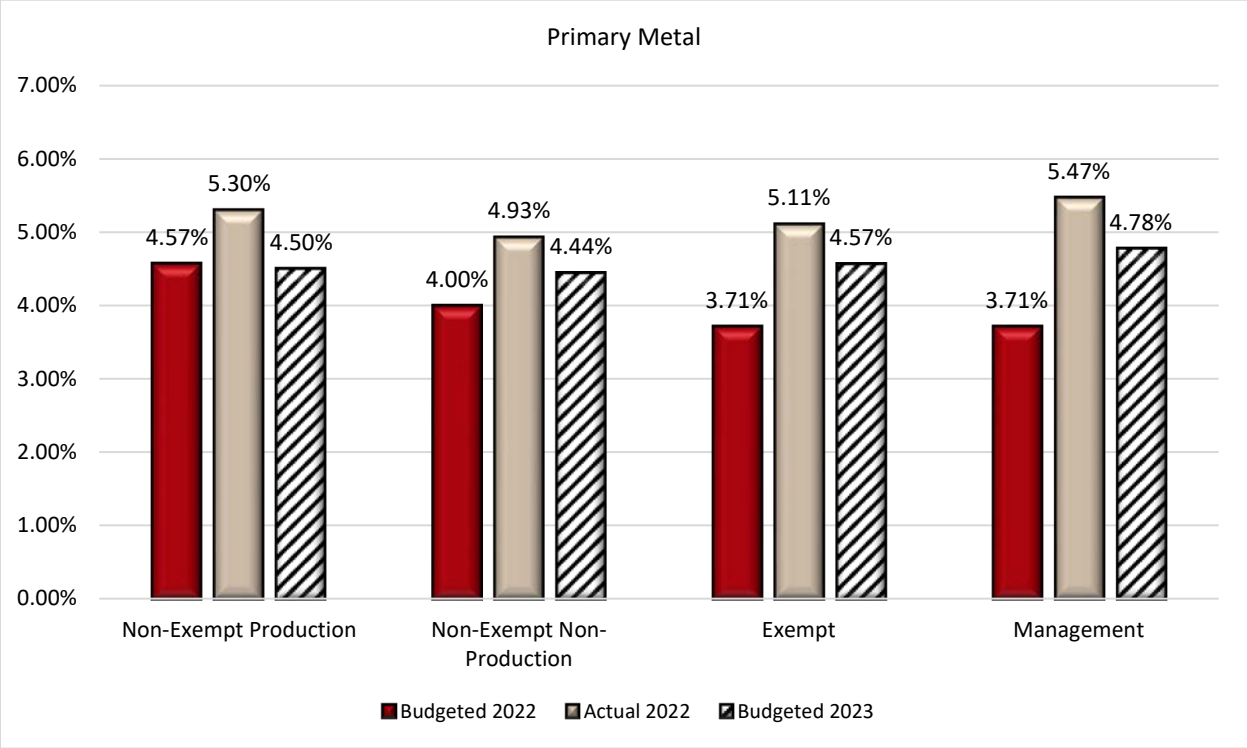


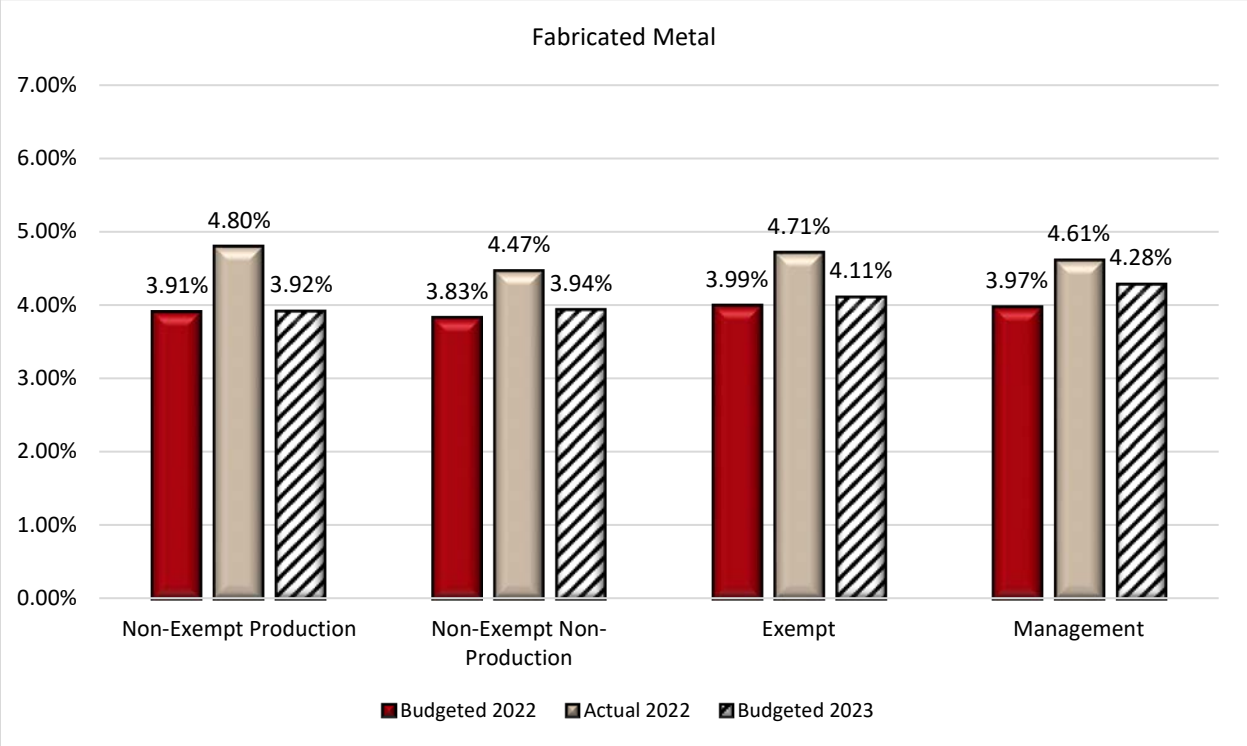

Lumber & Wood Except Furniture
7.00%
6.00%
5.00%
4.00%
3.00%
2.00%
1.00%
0.00%
3.40%
6.22%
5.55%
3.40%
4.00%
3.40%
4.00%
Non-Exempt Production
Non-Exempt Non-Production
Exempt
Management
Budgeted 2022
Actual 2022
Budgeted 2023

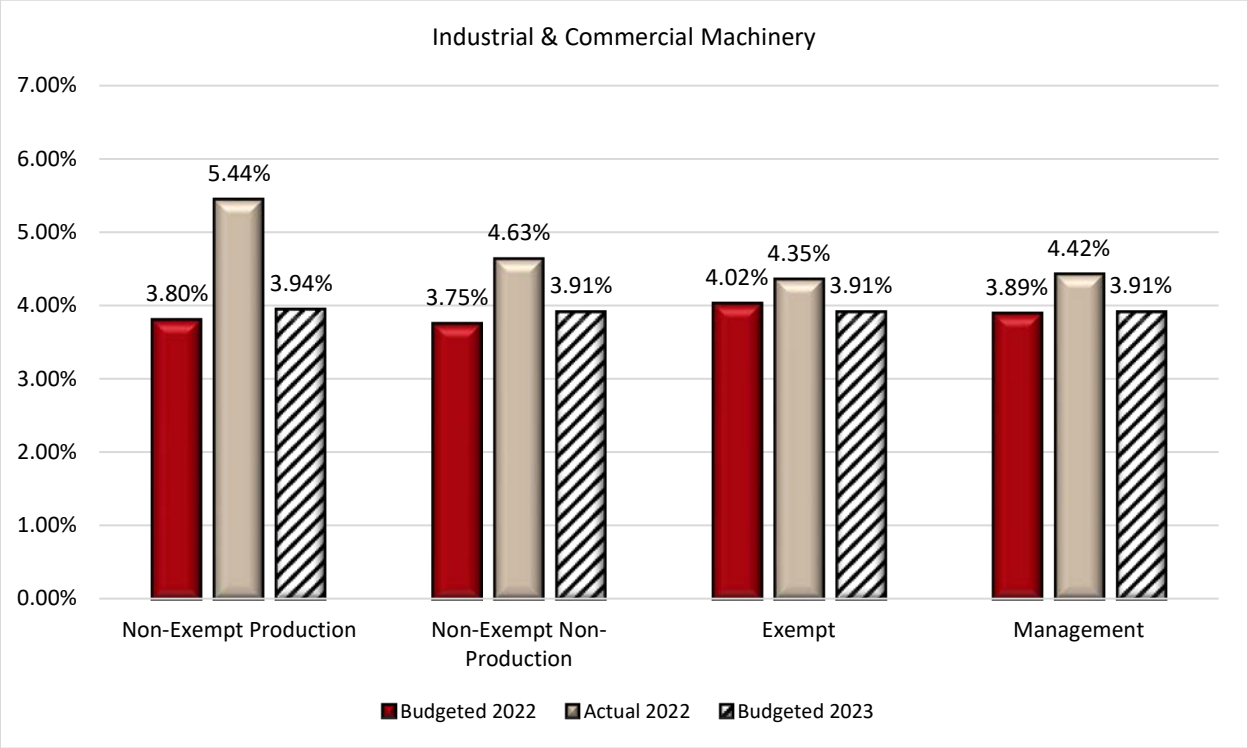

Printing, Publishing & Allied
7.00%
6.00%
5.00%
4.00%
3.00%
2.00%
1.00%
0.00%
3.29%
4.37%
4.06%
3.14%
4.55%
4.19%
3.14%
4.64%
4.06%
3.21%
4.56%
4.06%
Non-Exempt Production
Non-Exempt Non-Production
Exempt
Management
Budgeted 2022
Actual 2022
Budgeted 2023

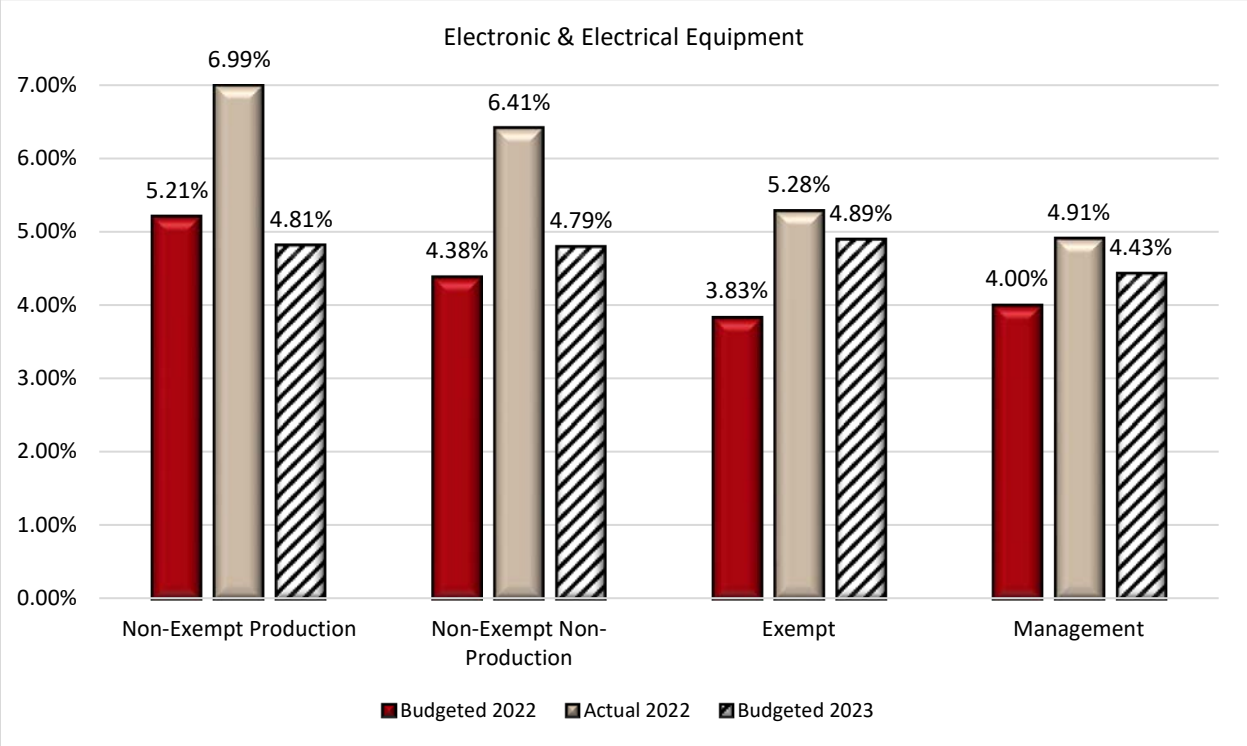

Chemicals & Allied Products
7.00%
6.00%
5.00%
4.00%
3.00%
2.00%
1.00%
0.00%
3.90%
5.10%
4.02%
3.90%
5.05%
3.83%
3.90%
4.73%
3.58%
3.90%
4.56%
3.50%
Non-Exempt Production
Non-Exempt Non-Production
Exempt
Management
Budgeted 2022
Actual 2022
Budgeted 2023

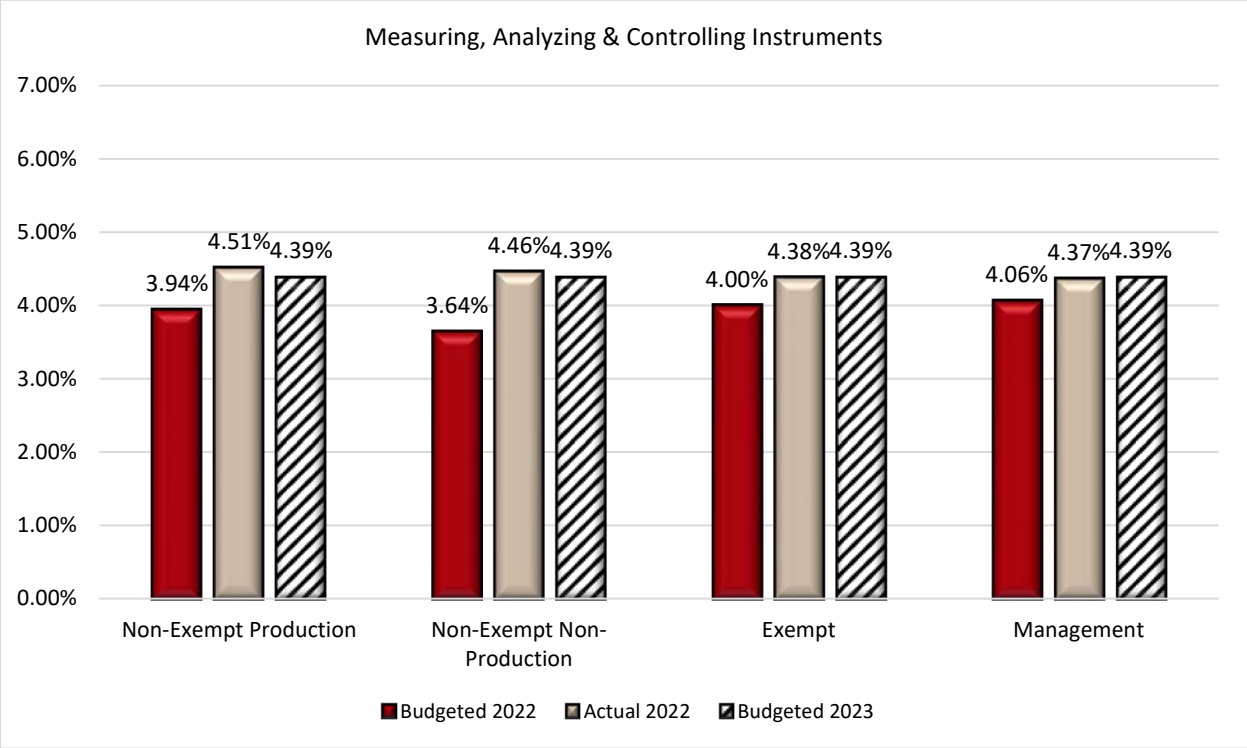

Rubber & Misc Plastics
7.00%
6.00%
5.00%
4.00%
3.00%
2.00%
1.00%
0.00%
3.60%
5.49%
3.82%
3.22%
5.04%
3.79%
3.54%
4.20%
3.61%
4.10%
4.52%
3.78%
Non-Exempt Production
Non-Exempt Non-Production
Exempt
Management
Budgeted 2022
Actual 2022
Budgeted 2023

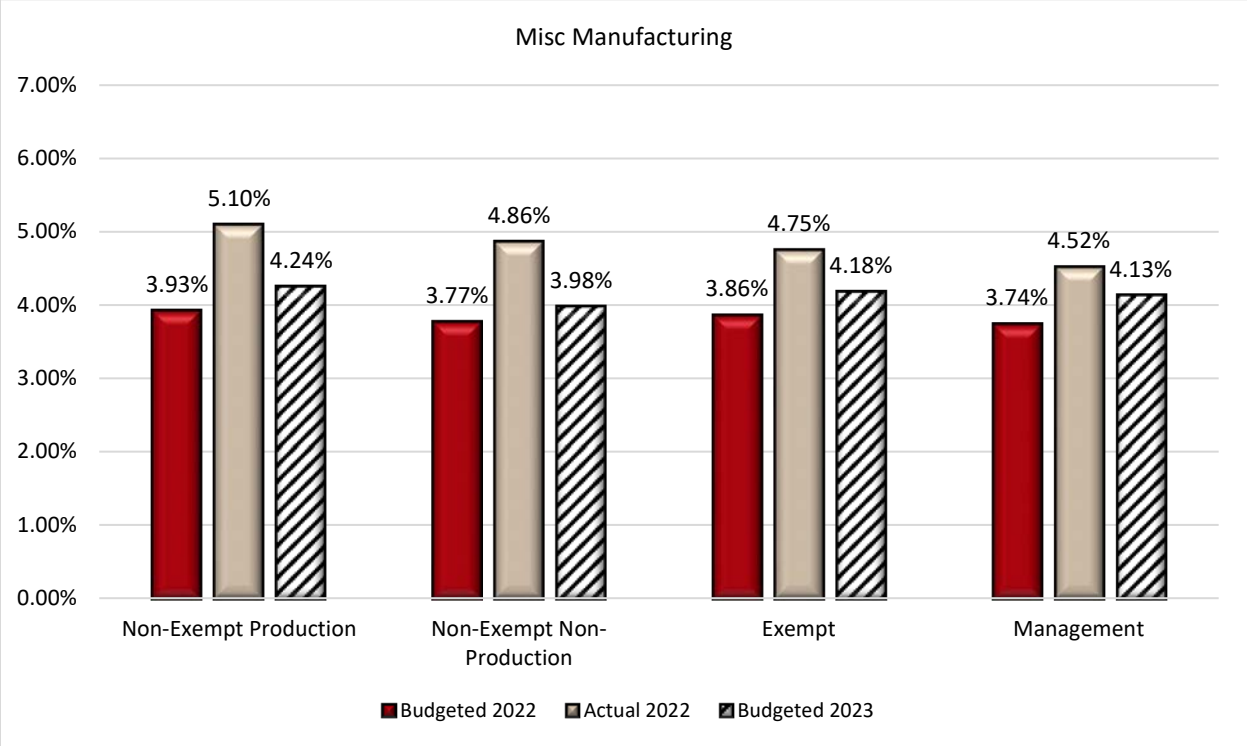

Primary Metal
7.00%
6.00%
5.00%
4.00%
3.00%
2.00%
1.00%
0.00%
4.57%
5.30%
4.50%
4.00%
4.93%
4.44%
3.71%
5.11%
4.57%
3.71%
5.47%
4.78%
Non-Exempt Production
Non-Exempt Non-Production
Exempt
Management
Budgeted 2022
Actual 2022
Budgeted 2023


Fabricated Metal
7.00%
6.00%
5.00%
4.00%
3.00%
2.00%
1.00%
0.00%
3.91%
4.80%
3.92%
3.83%
4.47%
3.94%
3.99%
4.71%
4.11%
3.97%
4.61%
4.28%
Non-Exempt Production
Non-Exempt Non-Production
Exempt
Management
Budgeted 2022
Actual 2022
Budgeted 2023


Industrial & Commercial Machinery
7.00%
6.00%
5.00%
4.00%
3.00%
2.00%
1.00%
0.00%
3.80%
5.44%
3.94%
3.75%
4.63%
3.91%
4.02%
4.35%
3.91%
3.89%
4.42%
3.91%
Non-Exempt Production
Non-Exempt Non-Production
Exempt
Management
Budgeted 2022
Actual 2022
Budgeted 2023


Electronic & Electrical Equipment
7.00%
6.00%
5.00%
4.00%
3.00%
2.00%
1.00%
0.00%
5.21%
6.99%
4.81%
4.38%
6.41%
4.79%
3.83%
5.28%
4.89%
4.00%
4.91%
4.43%
Non-Exempt Production
Non-Exempt Non-Production
Exempt
Management
Budgeted 2022
Actual 2022
Budgeted 2023


Measuring, Analyzing & Controlling Instruments
7.00%
6.00%
5.00%
4.00%
3.00%
2.00%
1.00%
0.00%
3.94%
4.51%
4.39%
3.64%
4.46%
4.39%
4.00%
4.38%
4.39%
4.06%
4.37%
4.39%
Non-Exempt Production
Non-Exempt Non-Production
Exempt
Management
Budgeted 2022
Actual 2022
Budgeted 2023


Misc Manufacturing
7.00%
6.00%
5.00%
4.00%
3.00%
2.00%
1.00%
0.00%
3.93%
5.10%
4.24%
3.77%
4.86%
3.98%
3.86%
4.75%
4.18%
3.74%
4.52%
4.13%
Non-Exempt Production
Non-Exempt Non-Production
Exempt
Management
Budgeted 2022
Actual 2022
Budgeted 2023

Premium Pay

Shift Differential and Weekend Premium Pay

Shown below is a summary of the base wage differentials reported for shift and weekend work. This summary includes three employee groups: non-exempt production, non-exempt non-production, and exempt supervisory. The information provided includes the number of participants reporting information, and average, median, and 25th and 75th percentiles of the rates reported.

141 participants reported premium pay practices (69.5% of total participating companies). In addition to analyzing premium pay practices by dollar per hour and percent of base wage, premium pay was analyzed by firms having second and third shifts.

Non-Exempt Production Employees	# Firms Reporting	25th Percentile	Average	Median	75th Percentile
2nd Shift					
$ / hr - Firms w/ 2 shifts	49	$0.75	$1.16	$1.00	$1.50
$ / hr - Firms w/ 3 shifts	59	$0.75	$1.31	$1.00	$2.00
$ / hr - All Firms	109	$0.75	$1.24	$1.00	$1.75
% of wage - Firms w/ 2 shifts	13	8.0%	11.1%	10.0%	15.0%
% of wage - Firms w/ 3 shifts	16	10.0%	10.8%	10.0%	10.3%
% of wage - All Firms	29	8.0%	10.9%	10.0%	11.0%
3rd Shift					
$ / hr	57	$1.00	$1.58	$1.50	$2.00
% of wage	12	10.0%	14.9%	13.5%	16.3%
Weekend Shift					
$ / hr	27	$1.50	$2.20	$2.00	$3.00
% of wage	15	10.6%	23.7%	24.0%	27.5%

Non-Exempt Non-Production Employees	# Firms Reporting	25th Percentile	Average	Median	75th Percentile
2nd Shift					
$ / hr - Firms w/ 2 shifts	15	$0.88	$1.25	$1.00	$1.53
$ / hr - Firms w/ 3 shifts	21	$1.00	$1.39	$1.00	$2.00
$ / hr - All Firms	36	$0.94	$1.33	$1.00	$2.00
% of wage - Firms w/ 2 shifts	5	*	10.0%	8.0%	*
% of wage - Firms w/ 3 shifts	12	5.8%	10.5%	10.0%	12.0%
% of wage - All Firms	17	6.0%	10.4%	10.0%	11.0%
3rd Shift					
$ / hr	21	$1.25	$1.76	$1.75	$2.00
% of wage	7	9.5%	15.9%	14.0%	20.0%
Weekend Shift					
$ / hr	12	$2.00	$2.46	$2.00	$3.00
% of wage	8	20.5%	28.0%	25.0%	35.0%

Exempt Supervisory Employees	# Firms Reporting	25th Percentile	Average	Median	75th Percentile
2nd Shift					
$ / hr - Firms w/ 2 shifts	2	*	*	*	*
$ / hr - Firms w/ 3 shifts	5	*	$1.85	$2.00	*
$ / hr - All Firms	7	$1.25	$1.79	$2.00	$2.25
% of wage - Firms w/ 2 shifts	1	*	*	*	*
% of wage - Firms w/ 3 shifts	2	*	*	*	*
% of wage - All Firms	3	*	*	*	*
3rd Shift					
$ / hr	3	*	*	*	*
% of wage	3	*	*	*	*
Weekend Shift					
$ / hr	3	*	*	*	*
% of wage	1	*	*	*	*

Holiday Premium Pay

The most common premium pay practice for non-exempt production and non-exempt non-production employees is 2x base pay for work performed on Holidays, with 1.5x base pay coming in second. (See table below.) 44 organizations indicated that non-exempt production employees do not receive a premium for working on a Holiday (paid 1x base pay), and 46 organizations indicated that non-exempt non-production employees do not receive a premium.

	Number of Companies Reporting			
Employee Group	Holiday – 1.5x	Holiday – 2x	Holiday – 2.5x	Other
Non-Exempt Production	26	40	8	8
Non-Exempt Non-Production	26	36	4	7

Comments and Other Responses

- Paid normal rate with OT applied as usual, and will get another day off where it works into their schedule - 1 participant.
- Receives double time (2x) as well as the holiday pay - 1 participant.
- Receives floating holiday to be used in future - 1 participant.

Bonus and Incentive Programs

Bonus Programs

A frequently occurring compensation practice is the use of bonuses to attract, hire, and retain talented employees. The data summaries and tables in this section describe the three most common bonus programs: referral, hiring/sign-on, and retention bonus programs.

Bonus Prevalence and Typical Amounts Paid

The following table shows details on the typical bonus amounts paid for the different bonus types.

	# Firms Reporting	25th Percentile	Average	Median	75th Percentile
Referral Bonus	170	$500	$1,149	$1,000	$1,500
Hiring/Sign-On Bonus	73	$1,000	$2,337	$1,750	$3,000
Retention Bonus	24	$1,000	$2,249	$1,500	$2,500

Bonus Eligibility Overview

The following table indicates the number of participants reporting which employees/employee groups are eligible for specific bonus programs.

Eligible Employees / Employee Groups	Referral Bonus[A]		Hiring/Sign-On Bonus[B]		Retention Bonus[C]	
	# of Firms	% of Firms	# of Firms	% of Firms	# of Firms	% of Firms
All Employees (FT & PT)	113	66.1%	15	19.2%	11	25.6%
All Full-Time Employees	50	29.2%	31	39.7%	17	39.5%
Management and/or Executives	0	0.0%	6	7.7%	4	9.3%
Other Employee Group(s)	8	4.7%	26	33.3%	11	25.6%

[A] Other eligible groups reported include production roles and all non-management employees.

[B] Other eligible groups reported include hourly non-exempt employees only, exempt employees only, production employees, operator positions, machinists, professional level employees, mid-level engineers, management/executives, and hard-to-fill positions.

[C] Other eligible groups reported include production employees, engineers, specific technical positions, professional level employees, and non-managerial employees.

Summary by Bonus Plan Type

Referral Bonus Plans

Summary: 176 companies reported paying a referral bonus with an average award of $1,149 (an increase from the average of $926 in 2022). See the previous table above for more details on amount paid.

The most common timing for referral bonus payment is multiple payments over the first year (46% of responding firms). The second most common timing for referral bonuses is after 90 days (25% reporting), and the third most common is after 180 days (14% reporting). Less frequently reported times for referral bonus payment included upon hire, after 30 days, and after 60 days.

Hiring/Sign-On Bonus

Summary: 83 companies reported paying a hiring/sign-on bonus with an average award of $2,337 (similar to the average of $2,242 in last year's survey). See the previous table for more information.

The most common timing of hiring/sign-on bonus payment is multiple payments over the first year (41% of responding firms). The second most common timing for hiring/sign-on bonuses is after 90 days (19% reporting), and the third most common is upon hire/first paycheck (18% reporting).

Retention Bonus

Summary: As in previous years, retention bonuses are a less common practice for survey participants compared to the other bonuses covered in this survey. 48 companies reported paying this bonus, typically in connection with years of service, specific circumstances (e.g., restructuring), or particular employees or employee groups believed to have skills in high demand or to be a retention risk. The average bonus paid was $2,249 (similar to the average of $2,253 in 2022).

Incentive Plans

Incentive plans provide an opportunity to earn a cash award based on performance. Common types of incentive plans include the following:

- Profit sharing: Incentive plans in which payments are primarily determined by the overall level of company profits.
- Company-wide incentive: Incentive plans which reward employees based on the achievement of company-wide measures of success. Participation typically includes all or most non-sales employees.
- Department/team/small group incentive: Incentive plans that provide awards based on the performance of a work group smaller than the entire company.
- Individual incentive: Incentive plans in which payments are determined by individual employee performance against goals or MBO's (Management by Objectives).
- Management incentive: Incentive plans where participation is limited to management or executive employees. Awards may be based on company-wide, department or individual performance - or a combination.
- Discretionary plan: Incentive plans where payments are determined primarily on the basis of management's discretion, rather than on a pre-defined formula or set of performance goals.

187 survey participants (94% of those responding) indicated that at least one employee group at their organization is eligible for an incentive.

Eligibility

The most frequently reported employees eligible to participate in incentive plans are Top Executives, Middle Management and Supervisory roles. However, over 70% of responding participants report that plan eligibility is extended to Skilled Production, Office/Clerical, and Unskilled Production employees.

Employee Group	# Eligible	% Eligible
Top Executives	175	87.9%
Middle Management	169	84.9%
Supervisory Management, Other Exempt	164	82.4%
Skilled Production Employees	151	75.9%
Office/Clerical Employees	152	76.4%
Unskilled Production Employees	142	71.4%

Plan Type

The most popular incentive plan types across all employee groups except Top Executives are profit sharing and company-wide incentives. Management incentive is the most popular plan type for Top Executives, followed closely by company-wide incentives. The prevalence of Department/Team/Small Group Incentives and Individual Incentives is low across all employee groups.

Top Executives are the most likely to be eligible for more than 1 plan type.

Employee Group	# Firms Responding	% of Companies Reporting Plan Type		
		Profit Sharing	Company-Wide Incentives	Dept/Team/ Small Group Incentives
Top Executives	163	19.0%	20.9%	0.0%
Middle Management	159	24.5%	22.6%	1.9%
Supervisory Management, Other Exempt	156	25.6%	26.3%	0.6%
Skilled Production Employees	142	33.8%	28.2%	4.2%
Office/Clerical Employees	144	31.9%	29.9%	1.4%
Unskilled Production Employees	133	35.3%	28.6%	6.0%

Employee Group	# Firms Responding	% of Companies Reporting Plan Type			
		Individual Incentives	Management Incentives	Discretionary Plan	More Than 1 Plan Type/Other
Top Executives	163	6.7%	22.7%	12.9%	17.8%
Middle Management	159	8.2%	13.2%	13.2%	16.4%
Supervisory Management, Other Exempt	156	5.8%	9.6%	16.0%	16.0%
Skilled Production Employees	142	5.6%	1.4%	16.2%	10.6%
Office/Clerical Employees	144	4.2%	1.4%	18.8%	12.5%
Unskilled Production Employees	133	1.5%	0.0%	18.0%	10.5%

Plan Target and Maximum Awards

Incentive plans are often (but not always) designed with explicit target and maximum awards.

Target award is typically defined as the amount delivered if plan performance objectives are met. It is not the actual award that the employee receives (which may be below or above the target incentive amount).

Maximum award is typically defined as the highest possible amount that can be earned.

Note that where reported targets and maximums were identical, the percentage reported was used only as the target.

Target Plan Payment (% of Base Salary)

Employee Group	# Firms Responding	25th Percentile	Average	Median	75th Percentile
Top Executives	62	10.0%	23.8%	20.0%	35.0%
Middle Management	63	10.0%	13.8%	10.0%	20.0%
Supervisory Management, Other Exempt	55	5.0%	9.2%	8.0%	10.8%
Skilled Production Employees	42	3.0%	6.3%	5.0%	7.9%
Office/Clerical Employees	43	3.0%	6.3%	5.0%	8.0%
Unskilled Production Employees	36	3.0%	5.9%	5.0%	7.6%

Target Plan Payment (Dollars)

Employee Group	# Firms Responding	25th Percentile	Average	Median	75th Percentile
Top Executives	8	$5,750	$12,950	$11,000	$20,000
Middle Management	9	$5,000	$9,067	$6,000	$15,000
Supervisory Management, Other Exempt	11	$1,225	$3,186	$2,500	$4,500
Skilled Production Employees	14	$1,000	$1,956	$1,225	$2,575
Office/Clerical Employees	12	$1,000	$1,936	$1,375	$2,825
Unskilled Production Employees	14	$1,050	$1,581	$1,225	$2,250

Maximum Plan Payment (% of Base Salary)

Employee Group	# Firms Responding	25th Percentile	Average	Median	75th Percentile
Top Executives	33	20.0%	36.6%	30.0%	50.0%
Middle Management	34	14.3%	22.0%	20.0%	30.0%
Supervisory Management, Other Exempt	31	8.5%	14.7%	13.0%	19.5%
Skilled Production Employees	20	4.8%	8.0%	6.0%	10.3%
Office/Clerical Employees	22	5.0%	8.6%	6.6%	10.0%
Unskilled Production Employees	17	4.0%	8.0%	6.0%	10.0%

Maximum Plan Payment (Dollars)

Employee Group	# Firms Responding	25th Percentile	Average	Median	75th Percentile
Top Executives	5	*	$20,020	$9,000	*
Middle Management	5	*	$5,020	$3,600	*
Supervisory Management, Other Exempt	5	*	$6,720	$4,000	*
Skilled Production Employees	9	$700	$1,702	$2,000	$2,200
Office/Clerical Employees	8	$1,675	$3,328	$2,040	$4,700
Unskilled Production Employees	9	$650	$1,830	$2,000	$2,200

Benefits Practices

Managing Healthcare Costs

Reporting this year mirrors that of last year, with approximately half of respondents indicating that they increased employee premiums for both employee only and employee + family coverage in 2022. Beyond increased premiums, the most prevalent cost management measures put in place in 2022 were offering a high deductible healthcare plan and HSA (Health Savings Account) (73% report having taken this action) and providing employees access to tools to compare healthcare costs (56% report having done this).

The chart below details the number of participants who did and did not implement each measure in 2022.

Measure to Address Healthcare Costs	Total Firms Responding	Took This Action in 2022		DID NOT Take This Action in 2022	
	# Firms	# Firms	% of Firms	# Firms	% of Firms
Increased employee premiums for **employee only** coverage	198	98	49%	100	51%
Increased employee premiums for **employee + family** coverage	199	108	54%	91	46%
Increased plan deductible and/or co-payments	197	45	23%	152	77%
Switched to a lower cost plan	197	31	16%	166	84%
Implemented Section 125 Plan	195	17	9%	178	91%
Changed pharmacy benefit providers	196	24	12%	172	88%
Changed provider network	195	36	18%	159	82%
Decreased or discontinued retiree healthcare benefit program	193	0	0%	193	100%
Discontinued (active) employee healthcare program	197	1	1%	196	99%
Discontinued spouse coverage in healthcare program	196	2	1%	194	99%
Implemented wellness programs	196	48	24%	148	76%
Arranged for periodic on-site clinics	196	36	18%	160	82%
Offered discounts for meeting biomarker screening	197	22	11%	175	89%
Offered high deductible healthcare plan & HSA (Health Savings Account)	199	145	73%	54	27%
Provide employees access to tools to compare healthcare costs	196	110	56%	86	44%

26 participants reported taking an “other” action in 2022 to manage their healthcare benefits expenses. See below for a couple of representative “other” actions taken.

- Implemented NICE Healthcare – 3 participants.
- Provided options for telehealth/virtual appointments – 2 participants.

Medical & Dental Insurance

Participants reported information related to the design of their medical and dental insurance plans.

- Medical Plans - 198 participants (98.5% of those responding) reported that they DO offer medical plans (3 firms reported they DO NOT offer a medical plan).
- *If a firm does NOT provide health insurance, does the company plan to provide employees CASH to purchase insurance in the marketplace?*
  - 2 of the 3 responding firms (67%) indicated that they DO provide employees cash to purchase insurance. The remaining firm indicated that they DO NOT provide employees cash.
- *If a firm provides cash, which employees will receive cash for purchasing healthcare insurance?*
  - Full-time employees only – 2 firms (100%).
- *If a firm provides cash, how much will each employee receive/month?*
  - 1 firm reported a monthly dollar amount, and the other firm reported that this amount depends on an employee's age and location.
- Dental Plans - 194 participants (98% of those responding) reported that they DO offer dental plans. 3 firms reported they DO NOT offer dental plans.

Medical Plan Designs

Participants reported the total medical premium paid for three common coverage levels (those with multiple plans were asked to report the plan with the highest participation (i.e., the plan employees choose most)). Of companies offering multiple plans, the average number of plans offered is 3.1 (median 3.0). Results are shown for firms with and without high deductible plans.

- 9 participants indicated their medical plan designs and premiums are "age dependent" and reported only partial information for analysis.
- 2 participants indicated their medical plan designs and premiums are "wage dependent" and reported only partial information for analysis.

Total Premium for Non-High Deductible Plans

73 out of 187 firms (39%) reporting their medical plan type indicated they have a non-high deductible plan. This is similar to last year's findings where 34% reported having a non-high deductible plan.

3 of the 73 firms (4%) indicated that at least one of their healthcare coverage levels included dental coverage.

	# Firms Reporting	25th Percentile	Average	Median	75th Percentile
Employee Only Coverage	64	$574.97	$683.36	$684.91	$773.29
Employee + One Coverage	63	$1,233.49	$1,503.89	$1,516.36	$1,749.33
Family Coverage	65	$1,778.00	$2,053.53	$2,061.53	$2,359.42

Total Premium for High Deductible Plans (HDHP)

116 out of 187 firms (62%) reporting their medical plan type indicated they have a high deductible plan. This is similar to last year's findings where 66% of participants reported having a high deductible plan.

9 of the 116 firms (8%) indicated that at least one of their healthcare coverage levels included dental coverage.

	# Firms Reporting	25th Percentile	Average	Median	75th Percentile
Employee Only Coverage	103	$514.90	$601.15	$602.45	$679.44
Employee + One Coverage	96	$1,098.95	$1,286.06	$1,276.76	$1,426.02
Family Coverage	100	$1,563.93	$1,757.18	$1,793.68	$2,002.18

Employee Contribution

Employees routinely pay a portion of healthcare premiums. For a non-high deductible plan, employees pay an average of 26.6% of the monthly premium for Employee Only coverage. For a high-deductible plan, employees pay an average of 20.5% of the monthly premium for Employee Only coverage.

	# Firms Reporting	25th Percentile	Average	Median	75th Percentile
Non-High Deductible Plans					
Employee Only Coverage	69	20.0%	26.6%	25.0%	31.0%
Employee + One Coverage	67	23.5%	33.1%	28.0%	36.5%
Family Coverage	69	22.0%	34.0%	28.0%	38.0%
High Deductible Plans					
Employee Only Coverage	112	14.4%	20.5%	20.0%	27.0%
Employee + One Coverage	105	23.0%	31.4%	29.0%	37.0%
Family Coverage	107	23.0%	33.1%	29.0%	40.0%

Annual Deductible

A deductible is a specific dollar amount that an employer's health insurance plan may require the employee to pay out of pocket toward covered medical care each year, before the health plan begins to pay for covered medical expenses. For a non-high deductible plan, the average annual deductible for Employee Only coverage is $1,492. For a high deductible plan, the average annual deductible for Employee Only coverage is $3,543.

	# Firms Reporting	25th Percentile	Average	Median	75th Percentile
Non-High Deductible Plans					
Employee Only Coverage	55	$600	$1,492	$1,000	$2,000
Employee + One Coverage	54	$1,250	$2,638	$1,550	$3,000
Family Coverage	56	$1,250	$2,935	$2,000	$3,563
High Deductible Plans					
Employee Only Coverage	95	$3,000	$3,543	$3,250	$4,500
Employee + One Coverage	89	$4,000	$6,141	$6,000	$8,000
Family Coverage	93	$4,000	$6,328	$6,000	$8,000

Office Visit Co-Pays

62 participants reported information regarding co-payment amounts for office visits with non-high deductible plans; of these, 1 firm (2%) reported $0.00 (no co-payment) for at least one coverage level. Co-payments are less frequent with high deductible plans, where coverage may be 100% or reflect a co-insurance percent paid by the employee once the deducible is met. 31 participants reported information regarding co-payment amounts for office visits with high deductible plans; of these, 22 firms (71%) reported no co-payment ($0.00) for at least one coverage level. The firms reporting $0.00 co-pays are not included in the data presented below.

	# Firms Reporting	25th Percentile	Average	Median	75th Percentile
Non-High Deductible Plans					
Employee Only Coverage	61	$25.00	$33.28	$30.00	$40.00
Employee + One Coverage	61	$25.00	$33.28	$30.00	$40.00
Family Coverage	61	$25.00	$33.44	$30.00	$40.00
High Deductible Plans					
Employee Only Coverage	9	$25.00	$28.33	$25.00	$35.00
Employee + One Coverage	9	$25.00	$28.33	$25.00	$35.00
Family Coverage	9	$25.00	$28.33	$25.00	$35.00

Office Visit Co-Insurance

39 participants reported information regarding co-insurance percentages for office visits with non-high deductible plans; of these, 7 firms (18%) reported a co-insurance of 0% by employees for at least one coverage level. 45 participants reported information regarding co-insurance percentages for office visits with high deductible plans; of these, 20 firms (44%) reported a co-insurance of 0% for at least one coverage level. The firms reporting 0% co-insurance are not included in the data presented below.

	# Firms Reporting	25th Percentile	Average	Median	75th Percentile
Non-High Deductible Plans					
Employee Only Coverage	31	20.0%	22.3%	20.0%	25.0%
Employee + One Coverage	31	20.0%	22.3%	20.0%	25.0%
Family Coverage	32	20.0%	22.2%	20.0%	25.0%
High Deductible Plans					
Employee Only Coverage	25	20.0%	22.5%	20.0%	25.0%
Employee + One Coverage	25	20.0%	23.3%	22.0%	25.0%
Family Coverage	24	20.0%	23.4%	23.5%	25.0%

Insurance Eligibility

Participants most frequently reported employees eligible for group healthcare plans after 30 days of employment. See the table below for details.

Insurance Eligibility	# Firms Reporting	% Firms Reporting
First Day of Employment	22	12%
After 30 Days	118	62%
After 60 Days	42	22%
After 90 Days	8	4%

Dental Plan Designs

Total Premium for Non-High Deductible Plans

Participants with non-high deductible plans reported the total monthly dental premium paid for three commonly offered coverage levels.

	# Firms Reporting	25th Percentile	Average	Median	75th Percentile
Employee Only Coverage	168	$31.00	$36.61	$37.41	$42.28
Employee + One Coverage	163	$65.38	$75.46	$75.37	$85.82
Family Coverage	165	$98.36	$115.77	$115.70	$129.87

Total Premium for High Deductible Plans

Participants with high deductible plans reported the total monthly dental premium paid for three commonly offered coverage levels.

	# Firms Reporting	25th Percentile	Average	Median	75th Percentile
Employee Only Coverage	9	$23.42	$31.64	$31.19	$38.42
Employee + One Coverage	7	$53.81	$70.37	$73.80	$78.35
Family Coverage	8	$77.67	$112.42	$118.70	$141.88

Employee Contribution for Non-High Deductible Plans

Employees routinely pay a portion of healthcare premiums including dental premiums.

For an average non-high deductible dental plan, employees selecting Employee Only coverage pay 48.9%. See the following chart for more details.

	# Firms Reporting	25th Percentile	Average	Median	75th Percentile
Employee Only Coverage	169	25.0%	48.9%	42.6%	67.1%
Employee + One Coverage	165	30.0%	53.6%	50.0%	70.0%
Family Coverage	166	31.6%	53.8%	50.0%	72.3%

Employee Contribution for High Deductible Plans

For an average high deductible plan, employees selecting Employee Only coverage pay 60.8%. See the following chart for more details.

	# Firms Reporting	25th Percentile	Average	Median	75th Percentile
Employee Only Coverage	11	30.2%	60.8%	50.0%	100.0%
Employee + One Coverage	9	50.0%	75.4%	83.0%	100.0%
Family Coverage	10	48.5%	70.2%	84.0%	100.0%

Insurance Eligibility

Participants most frequently reported employees eligible for group dental plans after 30 days of employment. See the table below for details.

Insurance Eligibility	# Firms Reporting	% Firms Reporting
First Day of Employment	18	10%
After 30 Days	109	61%
After 60 Days	44	25%
After 90 Days	7	4%

Retirement Plans

199 of 200 responding participants (99.5%) reported offering one or more retirement plans to their employees. Of those offering retirement plans, 139 participants reported offering 1 plan, 37 participants reported offering 2 plans, and the remaining 23 participants did not report the number of plans they offer.

The most common retirement plan is a 401(k) defined contribution (DC) plan. Less common plans include non-401(k) defined contribution plans and defined benefits (DB) plans – the latter being sometimes referred to as a "traditional" benefits plan using a benefits formula based on years of service and salary.

- **Defined Contribution (401(k)) Plan:** A type of retirement plan in which employees elect to defer some amount of their salary and assume investment risks. Company may contribute as well.
  - 196 participants (98%) reported offering this type of plan.
- **Defined Contribution (non-401(k)) Plan:** A type of retirement plan in which employer sets aside money on behalf of employee such as ESOP, Profit Sharing, etc. Employees do not contribute to these plans.
  - 46 participants (23%) reported offering this type of plan.
- **Defined Benefit Plan:** A type of retirement plan in which the employer promises or "defines" a specific pension payment, typically calculated according to length of service and salary at the time of retirement.
  - 8 participants (4%) reported having this type of plan.

Provide Company Match

176 participants (90% of those who reported having a 401(k) plan) reported matching employee contributions to 401(k) plans. The following table indicates the maximum company match (as a percent of employee salary). Match formulas vary widely and there were no observable common methods. For example:

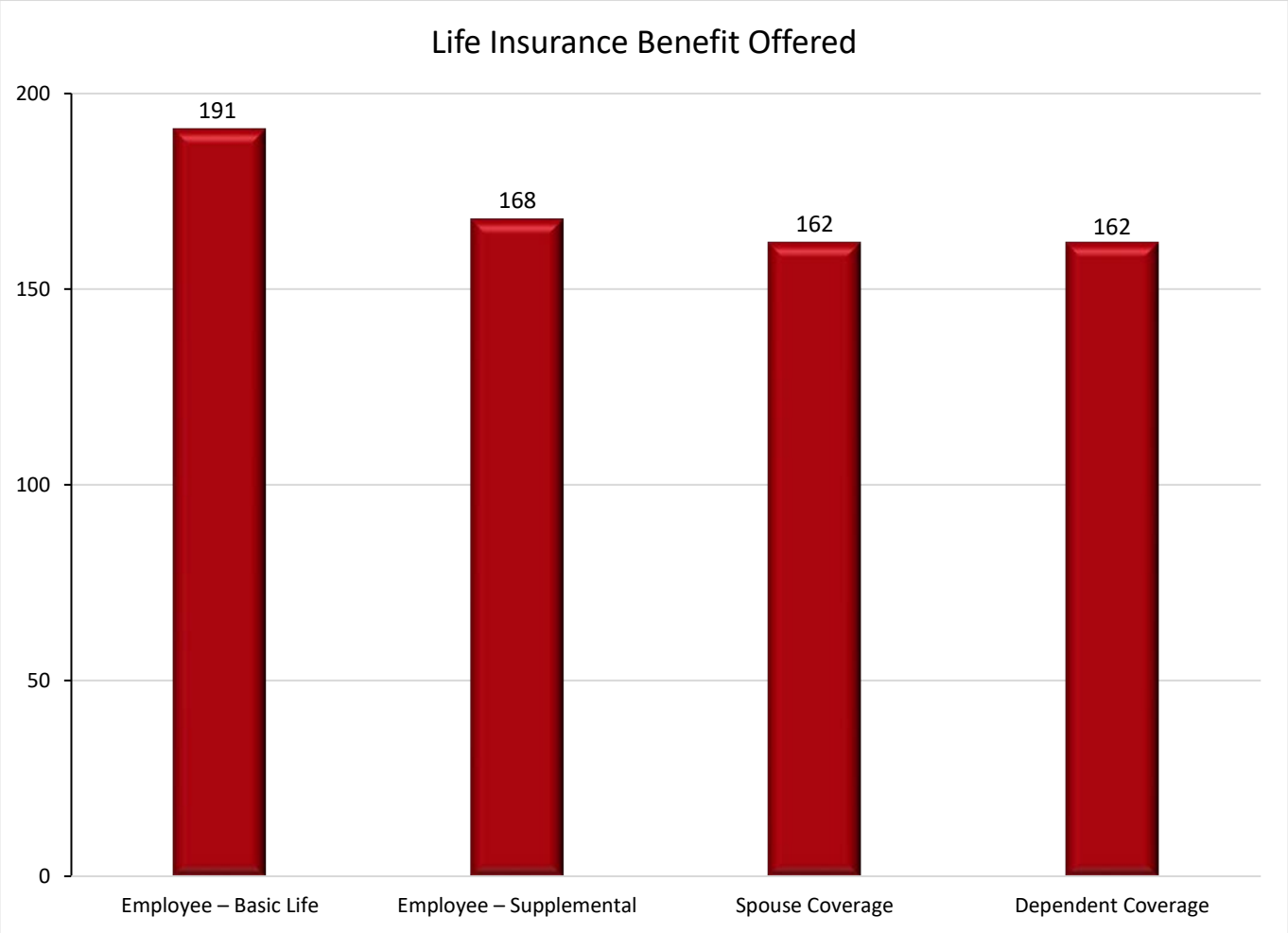
- $0.50 for each dollar of first X percent.
- X percent on the first 3%; X percent on the next 4%.

The maximum company match reported below indicates the maximum amount an organization will contribute to an employee's 401(k) account when an employee also contributes to their retirement account.

	25th Percentile	Average	Median	75th Percentile
Maximum Company Match (As % of Employee Salary)	3.0%	3.8%	4.0%	4.0%

Life Insurance

Nearly all participating companies (96.5%) offer a basic life insurance benefit for employees. Details on supplemental life insurance coverage and coverage for spouses and dependents can be found in the table below.



Coverage

There are two common approaches for providing life insurance coverage: a fixed dollar benefit (either flat or maximum amount) or a benefit using a formula based on the employee's base pay. See the tables below for details on each approach.

Note that where participants reported that a choice of different benefit levels was offered for life insurance coverage, most typically in Employee - Supplemental, Spouse or Dependent Coverage where employee often pays a majority of the cost and a range of possible coverage levels are offered for purchase, the highest coverage value available is reflected in the following tables.

Benefit Formula – Fixed Dollar	25th Percentile	Average	Median	75th Percentile
Employee – Basic Life	$25,000	$75,265	$50,000	$50,000
Employee – Supplemental	$225,000	$500,934	$500,000	$500,000
Spouse Coverage	$23,750	$148,412	$100,000	$250,000
Dependent Coverage	$10,000	$17,254	$10,000	$10,000

Benefit Formula – Multiple of Employee's Base Pay	Employee – Basic Life		Employee – Supplemental[A]		Spouse Coverage		Dependent Coverage	
	# of Firms	% of Firms	# of Firms	% of Firms	# of Firms	% of Firms	# of Firms	% of Firms
1.0 x Base Pay	61	67.8%	3	5.8%	2	6.5%	0	0.0%
1.5 x Base Pay	5	5.6%	2	3.8%	1	3.2%	0	0.0%
2.0 x Base Pay	21	23.3%	1	1.9%	0	0.0%	0	0.0%
Other	3	3.3%	46	88.5%	28	90.3%	18	100.0%
Total Number Reporting	90	100.0%	52	100.0%	31	100.0%	18	100.0%

[A] 31 participants reported higher employee supplemental life insurance coverage multiples including up to 3x annual base salary (2 participants), 4x (4 participants), 5x (22 participants), 6x (2 participant), and 7x (1 participant).

93.8% of participants reported employees pay 0% of the cost for the Basic Life coverage. Details are shown in the chart that follows.

Employee Pays…	Employee – Basic Life		Employee – Supplemental		Spouse Coverage		Dependent Coverage	
	# of Firms	% of Firms	# of Firms	% of Firms	# of Firms	% of Firms	# of Firms	% of Firms
0% of Premium	165	93.8%	3	2.0%	16	11.0%	15	10.3%
20% of Premium	0	0.0%	0	0.0%	0	0.0%	0	0.0%
50% of Premium	1	0.6%	0	0.0%	0	0.0%	0	0.0%
100% of Premium	9	5.1%	150	98.0%	130	89.0%	130	89.0%
Other	1	0.6%	0	0.0%	0	0.0%	1	0.7%
Total Number Reporting	176	100.0%	153	100.0%	146	100.0%	146	100.0%

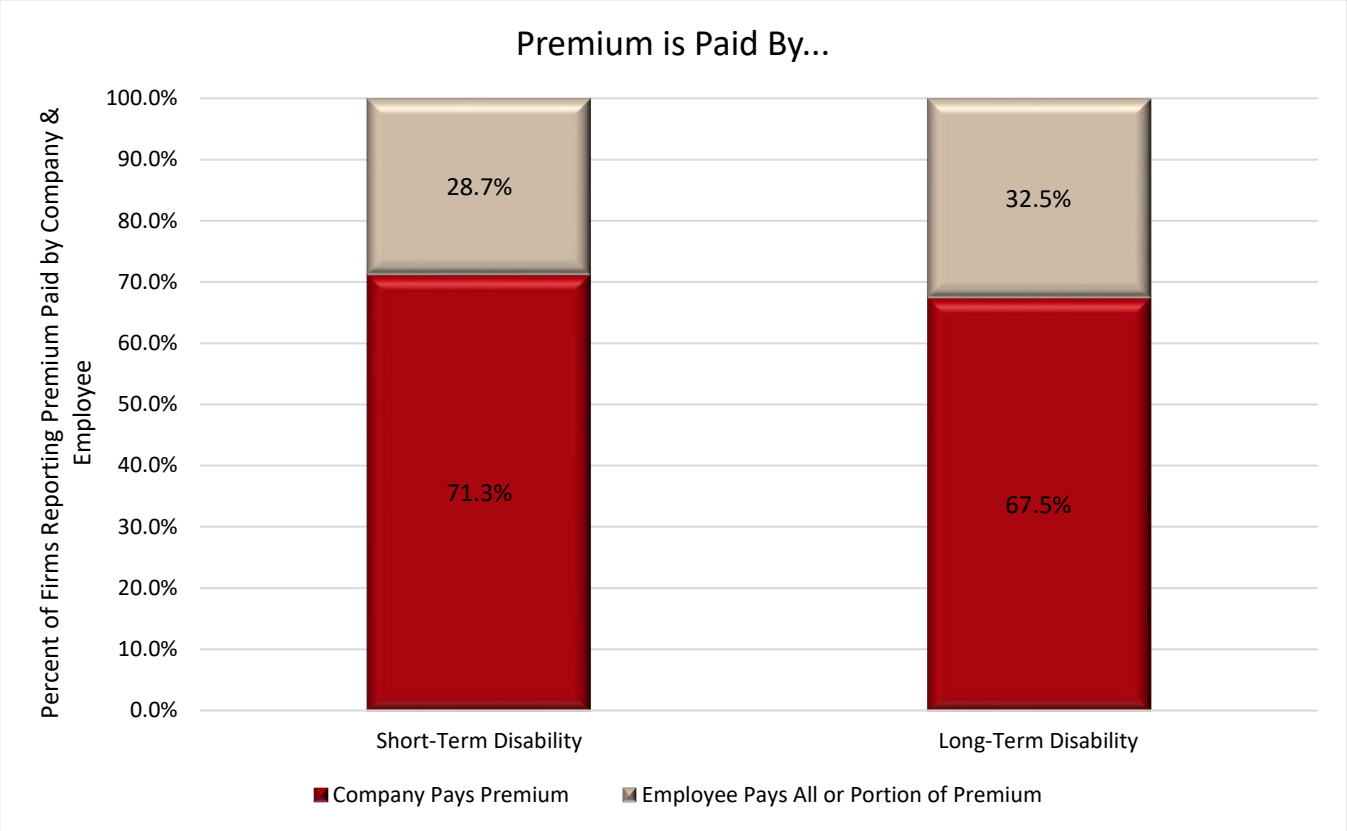
* Not all participants reported this information; total number of firms reporting percent of premium paid by employee does not equal number of participants reporting in the previous tables.

Disability Insurance

199 participants reported information on at least one of three disability insurance programs:

- Short-Term Disability Insurance – Offered by 184 participants (92%).
- Long-Term Disability Insurance – Offered by 179 participants (90%).
- Accidental Death & Dismemberment (AD&D) Insurance – Offered by 178 participants (89%).

In short- and long-term disability programs, just over two-thirds of employers cover the cost of the insurance premiums. See the chart and table below for additional information on plan design.



Type of Benefit	Benefit Formula	Number of Firms Reporting	% of Firms Reporting
Short-Term Disability	Less than 50% of Pay	3	2%
	50 – 65% of Pay	126	75%
	66 – 75% of Pay	31	19%
	76 – 99% of Pay	0	0%
	100% of Pay	7	4%
Long-Term Disability	Less than 50% of Pay	3	2%
	50 – 65% of Pay	133	83%
	66 – 75% of Pay	23	14%
	76 – 99% of Pay	1	1%
	100%+ of Pay	1	1%

Flexible Benefits Plan

The majority of survey participants – 145 out of 189 responding firms (77%) – reported that they provide a flexible benefits plan/flexible spending account.

- The average maximum annual contribution to health care spending accounts is $2,618 (median amount of $3,000). NOTE: 99 participants reported that they do not contribute but employee could contribute.
- The average maximum annual contribution to child care spending accounts is $4,713 (median amount of $5,000). NOTE: 108 participants reported that they do not contribute but employee could contribute.

Flexible Work Schedules

Participants were asked to report whether they provide flexible work schedules for office or production staff. Office staff flexible work plans continue to be more common than production staff plans; 168 out of 198 responding firms (85%) reported flexible work schedules for office staff versus 84 out of 197 responding firms (43%) for production staff.

The most prevalent approach for implementing flexible work arrangements for both office and production staff is on a case-by-case, as needed basis. See the table below for details.

Flexible Work Policy/Approach	Office Staff		Production Staff	
	# of Firms	% of Firms	# of Firms	% of Firms
Employees must work established core hours but flex other time	23	14.3%	9	11.5%
Flexible work arrangements are on a case-by-case, as needed basis	85	52.8%	53	67.9%
Supvs/Mgrs can use discretion in arranging flexible employee work hours	53	32.9%	16	20.5%

Comments: Office Staff

- Allow flexible hours on-site, occasional remote work based on need - 2 participants.
- 9/81 schedule (nine nine-hour days over a two-week span) - 1 participant.
- Long-term flex must be reviewed and approved by management - 1 participant.
- Set two days/week remote - 1 participant.
- Summer hours schedule - 1 participant.
- Varies by division - 1 participant.
- We practice all three of the approaches noted - 1 participant.

Comments: Production Staff

- Flexible work very rare/limited but allowed in some cases - 3 participants.
- Production works four ten-hour days - 3 participants.
- Dependent on health restrictions - 1 participant.
- Offer flexible on-site hours - 1 participant.
- Schedules approved and determined by production needs - 1 participant.
- Summer hours schedule - 1 participant.
- Varies by division - 1 participant.
- We practice all three of the approaches noted - 1 participant.

Education and Training

Annual Training Hours

The majority of participants do not have a policy to provide a certain number of training hours per employee per year; only 18 of the responding participants (10%) responded affirmatively to having such a policy. For those who did respond affirmatively, average and median training hours per employee per year - both 2022 and 2023 - are noted in the table below.

Training Hours / Employee in...	Average Hours	Median Hours
2022	25.7	25.0
2023	26.2	25.0

Annual Training Budgets

55 participating companies reported a training budget amount for 2023, expressed either as a flat dollar amount or as a percent of payroll. Average and median flat dollar and percent of payroll budget amounts are highlighted below.

Training Budget as...	Average	Median
Flat Dollar Amount	$51,438	$35,000
Percent (%) of Payroll	3.8%	5.0%

Tuition Reimbursement Program

144 participants (74% of those responding) reported having a tuition reimbursement program (not including apprentice training programs).

Maximum Tuition Benefit

147 participants reported information on this question.

- 119 participants (81%) reported that they DO have an annual maximum tuition reimbursement benefit.
- 28 participants (19%) reported that they DO NOT have an annual maximum tuition reimbursement benefit.

The average maximum tuition reimbursement benefit reported is $4,477 per year. Additional details are shown in the following table. One participant reported that the maximum benefit varies by program.

	25th Percentile	Average	Median	75th Percentile
Maximum Benefit Amount ($)	$3,000	$4,477	$5,200	$5,250

Holidays

Survey participants reported the number of paid holidays for employees as well as which holidays are included in employees' holiday schedules. The table below indicates the number of paid holidays provided by organizations, with the average being 9.2 paid holidays, similar to last year's average of 9.1.

	# Firms Reporting	25th Percentile	Average	Median	75th Percentile
Number of Paid Holidays	198	8.0	9.2	9.0	10.0

Most Popular Holidays

The five holidays provided most commonly by participants are Christmas Day, Fourth of July, Memorial Day, Thanksgiving, and Labor Day.

Holiday	# Firms Reporting
Christmas Day	199
Fourth of July	199
Memorial Day	199
Thanksgiving	199
Labor Day	198
New Year's Day	194
Friday After Thanksgiving	172
Christmas Eve Day	142
Company Designated "Floating" Holidays	68
Employee Selected "Floating" Holidays	60
Good Friday	44
New Year's Eve Day	36
Other	17
Employee's Birthday	15
Martin Luther King Day	12
Presidents' Day	9
Paid Plant Shutdown	8
Veterans' Day	3
Columbus Day	0

Other holidays reported include

- Juneteenth – 5 participants.
- Second day at 4th of July – 2 participants.
- Friday before Labor Day – 1 participant.
- Friday before Memorial Day – 1 participant.
- Day before Thanksgiving – 1 participant.
- Day for mental/emotional well-being – 1 participant.
- "Spring Break Day" (3rd Friday in March) – 1 participant.

Floating Holidays

Companies also use an approach of having either company designated or employee selected "floating holidays." The average number of days reported is 1.4 for company designated floating holidays and 1.8 for employee designated holidays.

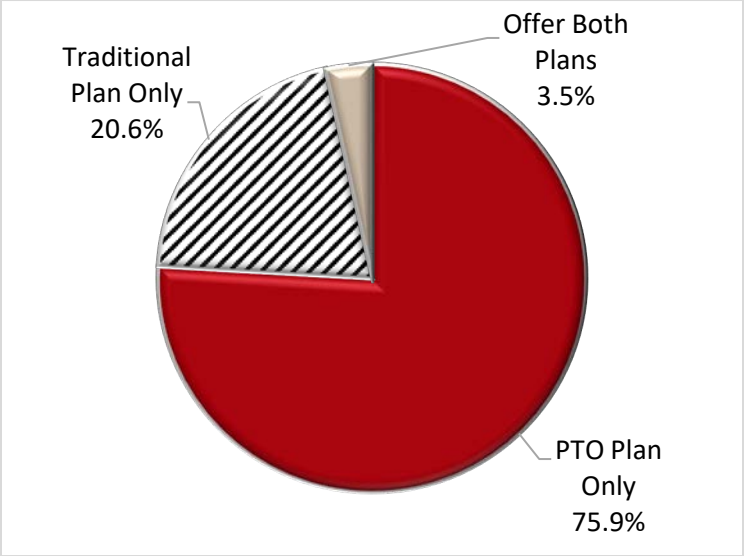
The table below indicates the average and median number of floating holidays offered under these plans.

	# Firms Reporting	Average	Median
Company Designated "Floating" Holidays	66	1.4	1.0
Employee Selected "Floating" Holidays	55	1.8	2.0

Paid Time Off (Non-Holiday) Plans

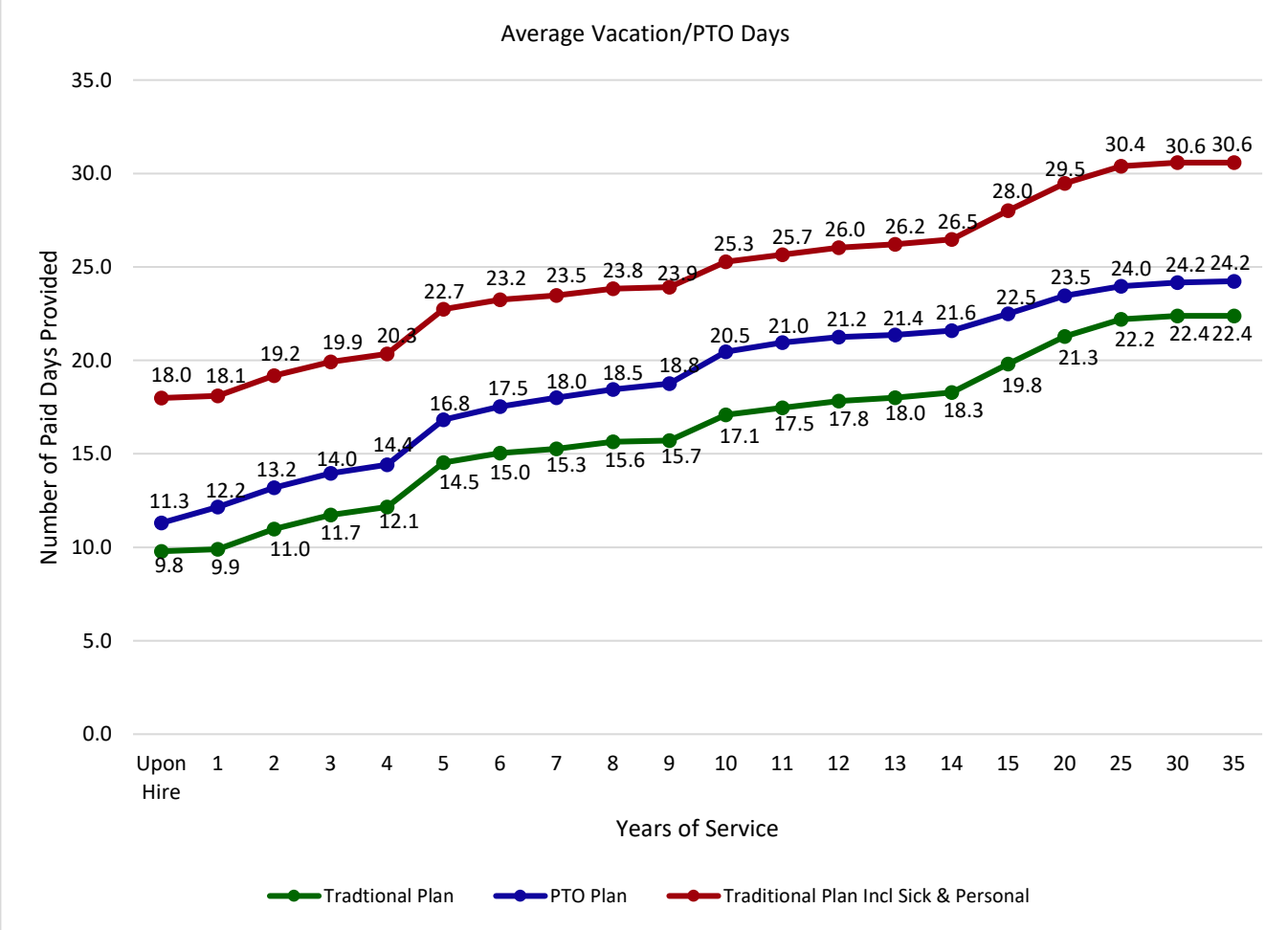
In addition to paid holidays, companies provide employees paid time off for non-holidays. There are two general approaches companies can consider: a "traditional" approach which establishes separate plans and schedules for vacation days, sick days, and personal leave days; and a "paid time off" (PTO) approach which makes no distinction between vacation days, sick days, and personal leave days.

The majority of survey participants (76%) reported offering a PTO plan only. See the chart at right for more details.



The graph below indicates the average number of paid days off by years of service, starting with less than one year through 35 years of service, for:

- Traditional Plans (vacation days only)
- PTO Plans
- Traditional Plans including survey average paid sick and personal leave days



Note that the *Less Than 1 Year* (LT1) average number of paid time off days does not include firms reporting no (0) paid time off.

Paid Personal and Sick Leave Days

Of the 48 participants reporting traditional plans (with separate plans and schedules for vacation, sick days, personal leave, etc.), 45 organizations (94%) provided information for sick and personal leave days. The information reported in the table does not include organizations reporting zero sick or personal leave days. See the table below for details.

- 16 participants (36%) reported zero (0) sick days.
- 22 participants (49%) reported zero (0) personal days.

	# Firms Reporting	25th Percentile	Average	Median	75th Percentile
Paid Sick Days	25	3.0	4.8	5.0	6.0
Paid Personal Leave Days	19	2.0	3.4	3.0	4.5

Carry Over Unused Vacation (Traditional Approach)

All 48 participants reporting traditional plans (with separate plans and schedules for vacation, sick days, personal leave, etc.) indicated whether they allow employees to carry over unused vacation time to the following year. Two-thirds of responding organizations (67%) indicated they allow employees to carry over unused vacation time.

Maximum Vacation Employee Can Accumulate	# Firms Reporting	25th Percentile	Average	Median	75th Percentile
VACATION as HOURS	26	40.0	115.1	80.0	160.0

Comments

- Maximum carry over amount is a multiple of employee's annual accrual rate - 1 participant.
- Maximum carry over amount is a multiple of employee's current monthly accrual rate – 1 participant.
- Maximum carry over amount is a percent of employee's balance - 1 participant.
- No maximum carry over amount - 1 participant.

Carry Over Unused PTO

153 participants reporting PTO plans (no distinction between vacation days, sick days, and personal leave days) indicated whether they allow employees to carry over unused PTO (paid time off) to the following year. This is a common practice among organizations; 93% indicated they allow employees to carry over unused PTO.

Maximum PTO Employee Can Accumulate	# Firms Reporting	25th Percentile	Average	Median	75th Percentile
PTO as HOURS	113	40.0	136.4	120.0	200.0

Comments

- Maximum carry over amount is a multiple of employee's annual accrual rate - 12 participants.
- No maximum carry over amount - 5 participants.
- Maximum carry over amount is employee's annual accrual plus a flat number of hours/days - 3 participants.
- Maximum carry over amount varies - 2 participants.
- Maximum carry over amount is determined by tenure - 1 participant.

Other Benefits

201 participants reported other benefits offered by their firms. The top five "other" benefits reported by survey participants are largely consistent with previous findings and include retirement plans, life insurance, safety glasses, bereavement pay, and vision plans.

The least common benefit offered continues to be related to day care; only three companies reported providing on-site day care. See table below for the number and percent of firms reporting each benefit.

Benefit	Number Offer Benefit	Percent (%) Offer Benefit
Retirement Plan	201	100%
Life Insurance	195	97%
Safety Glasses	190	95%
Bereavement Pay	187	93%
Vision Plan	176	88%
Jury Duty Pay	175	87%
Employee Assistance Plan	175	87%
Personal Leave	165	82%
Safety Gloves	165	82%
Tuition Reimbursement	149	74%
Safety Shoes	133	66%
Uniforms	108	54%
Wellness Programs	104	52%
Fitness Club Reimbursement	92	46%
Alcohol/Drug Rehabilitation	82	41%
Paid Parental Leave	68	34%
Matching Gifts to Charities	54	27%
On-Site Clinics	46	23%
Stock Ownership	27	13%
Adoption Assistance	25	12%
Extra Pay for Military Leave	23	11%
On-Site Fitness Facility	22	11%
Day Care Assistance	21	10%
Information on Section 529 Plans	19	9%
Stock Purchase Plan	16	8%
Subsidized Cafeteria/Meals	8	4%
Company-Provided Insurance for Employee-Owned Tools	8	4%
On-Site Day Care	3	1%

Value of Benefits

125 participants responded to a question asking for the estimated value of their firm's benefits as a percent of total compensation. On average, these participants reported that the value of benefits is 27% (similar to the average of 26% reported in 2022). Details are provided in the table below.

# Firms Reporting	25th Percentile	Average	Median	75th Percentile
125	20.0%	26.9%	25.0%	32.5%

Survey Job Titles

Job Titles by Functional Area

Functional Area	Job Title	Job Code	Page
Accounting/Finance	Accountant	13	52
	Accountant, Senior	18	53
	Accounting Clerk/Bookkeeper	12	54
	Controller	15	55
	Cost Accountant	17	56
	Financial Analyst	521	57
	Manager, Accounting	14	58
	Payroll Administrator	512	59
	Payroll Clerk	11	60
	Supervisor, Accounts Payable/Receivable	16	61
Administrative Support	Administrative Assistant	33	62
	Administrative Assistant to Executive	35	63
	Office Manager	34	64
	Receptionist/Switchboard Operator	31	65
	Secretary	32	66
Customer Service	Customer Service Representative	51	67
	Customer Service Representative, Lead	52	68
	Manager, Customer Service	53	69
	Order/Data Entry Clerk	321	70
	Technical Service Representative	54	71
Engineering - Design	Chief Engineer/Lead Project Engineer	77	72
	CNC Programmer	80	73
	Design Engineer - Electrical	72	74
	Design Engineer - Electrical, Senior	73	75
	Design Engineer - Injection Molds	95	76
	Design Engineer - Mechanical	75	77
	Design Engineer - Mechanical, Senior	76	78
	Designer - CAD	85	79
	Designer - Tools	97	80
Engineering - Documentation	Detail Drafter	84	81
	Documentation Coordinator	86	82
	Technical Writer	524	83
Engineering - Management	Manager, Engineering	83	84
	Project Manager	446	85
Engineering - Manufacturing	Automation Engineer	98	86
	Automation Technician	96	87
	Industrial/Manufacturing Engineer	81	88
	Industrial/Manufacturing Engineer, Senior	82	89
	Process Engineer	88	90
	Project Engineer	91	91
	Test Engineer	94	92
Engineering - Support	Estimator - Production	90	93
	Metrologist	514	94
	Process Technician	515	95
	Project Coordinator	496	96
	Technician - Automation and Instrumentation	505	97
	Technician - Electrical	71	98
	Technician - Field Service	78	99
	Technician - Manufacturing Engineering	501	100

Functional Area	Job Title	Job Code	Page
Engineering - Support (cont'd)	Technician - Mechanical	74	101
Executive	Chief Financial Officer	113	102
	General Manager	112	103
	President/Chief Executive Officer	111	104
	Top Engineering Executive	87	105
	Top Human Resources Executive	433	106
	Top Information Systems Executive	155	107
	Top Operations Executive	213	108
	Top Sales and Marketing Executive	428	109
	Top Sales Executive	315	110
	VP Administration (without Finance)	114	111
Human Resources	Benefits Administrator	516	112
	HRIS Specialist	520	113
	Human Resources Assistant	131	114
	Human Resources Generalist/Business Partner	133	115
	Human Resources Generalist/Business Partner, Sr.	522	116
	Human Resources Specialist	432	117
	Manager, Human Resources	430	118
	Recruiter	517	119
Information Systems	Business Analyst	523	120
	Database Management Specialist	156	121
	Manager, Information Systems	154	122
	Network Administrator	158	123
	PC/LAN Specialist	151	124
	Programmer	152	125
	Programmer/Analyst, Lead	153	126
	Software Developer	157	127
	Software Engineer	92	128
Lean Management	Continuous Improvement/Lean Coordinator	442	129
	Manager, Lean Enterprise	407	130
	Manager, Value Stream	408	131
	Top Management of Lean Enterprise	406	Insufficient Data
Materials - Handling/Warehouse	Fork Truck Driver/Material Handler	193	132
	Logistics Coordinator	484	133
	Manager, Warehouse	527	134
	Order Filler	202	135
	Shipping/Receiving Clerk	194	136
	Truck Driver - Light	191	137
	Warehouse Supervisor	436	138
	Warehouse Worker	404	139
Materials - Inventory	Inventory Clerk/Cycle Counter	195	140
	Production Control Clerk	196	141
	Tool Crib Attendant	197	142
Materials - Supply Chain	Buyer	199	143
	Buyer, Senior	198	144
	Buyer/Planner	320	145
	Director, Supply Chain	411	146
	Expediter	331	147
	Import/Export Coordinator	122	148
	Manager, Imports/Exports	370	Insufficient Data
	Manager, Logistics	482	149
	Manager, Materials	201	150
	Manager, Purchasing	480	151

Functional Area	Job Title	Job Code	Page
Materials - Supply Chain (cont'd)	Manager, Supply Chain	412	152
	Production Planner	330	153
	Purchasing Clerk	200	154
Medical Device	Laboratory Assistant	454	155
	R&D Analytical Chemist	455	156
Production Management	Line Lead/Cell Lead	371	157
	Manager, Manufacturing	518	158
	Plant Manager	212	159
	Production Supervisor	211	160
Production - Metals: Finishing	Deburrer, Class A	340	161
	Deburrer, Class B	341	162
	Grinder, OD, ID and Surface	344	163
	Grinder, Tool and Cutter	342	164
	Plater	351	165
Production - Metals: Labor	Robotic Welder Operator	506	166
	Rough Grinder	228	167
	Sheet Metal Worker	226	168
	Spot Welder	327	169
	Welder, Class A	227	170
	Welder, Class B	439	171
Production - Metals: Machining	CNC (Swiss) Turning Center, Setup and Operate	495	172
	CNC EDM, Setup and Operate	336	173
	CNC Machining Center, Operate Only	335	174
	CNC Machining Center, Setup and Operate	334	175
	CNC Turning Center, Operate Only	339	176
	CNC Turning Center, Setup and Operate	338	177
	Laser, Setup and Operate	345	178
	Lathe, Automatic, Setup and Operate	346	179
	Machinist - Journeyman	230	180
	Machinist - Manual	332	181
	Milling Machine, Setup and Operate	347	182
	Press Brake Operator	225	183
	Punch Press Operator	224	184
	Sheet Metal Layout and Machine Operator	355	185
Production - Metals: Tooling	Model or Prototype Maker	348	186
	Tool and/or Die Maker, Class A	356	187
	Tool and/or Die Maker, Class B	357	188
Production - Rubber or Plastics	Molding Machine Operator	242	189
	Molding Machine Set Up and Operator	243	190
	Press Operator	326	191
Production – Electronics	Assembler I - Electronics	251	192
	Assembler II - Electronics	252	193
	Assembler, Lead - Electronics	253	194
	Diagnostic Repair Technician	255	195
	Electronic Assembly Inspector	254	Insufficient Data
Production - Medical	Assembler I - Clean Room	272	196
	Assembler II - Clean Room	273	197
	Assembler Lead - Clean Room	274	198
Production - Wood	Saw Operator	402	199
	Solid Surface Fabricator	508	200
Production - Chemicals	Compounder/Chemical Mixer	498	201
Production - Food	Food Production	510	202
Quality Assurance	Inspector, Tools and Gauges	359	203

Functional Area	Job Title	Job Code	Page
Quality Assurance (cont'd)	Manager, Quality Assurance	293	204
	Quality Assurance Engineer	292	205
	Quality Assurance Inspector	364	206
	Quality Assurance Technician	363	207
	Receiving Inspector	360	208
	Supplier Quality Assurance Engineer	93	209
Product Development	Director, Product Development	463	210
	Manager, R&D	466	211
	Product Manager	460	212
Sales and Marketing	Director, Business Development	470	213
	Estimator - Sales	322	214
	Field Service Engineer	434	215
	Graphic Designer	497	216
	Inside Sales Representative	419	217
	Inside Sales Representative - Senior	422	218
	Manager, Marketing	438	219
	Manager, Sales	314	220
	Marketing Communications	440	221
	National Accounts Manager	425	222
	Sales Engineer	410	223
	Sales Representative - Senior (Outside Sales)	416	224
	Sales Representative (Outside Sales)	413	225
	Sales Support Specialist	519	226
Clinical/Regulatory	Director, Quality and Regulatory	456	227
	Manager, Quality Control and Regulatory	459	228
	Quality Assurance Specialist	509	229
	Regulatory Affairs/Compliance Specialist	278	230
Across Industries - Assembly	Assembler I - Electrical	362	231
	Assembler I - Mechanical	233	232
	Assembler II - Electrical	525	233
	Assembler II - Mechanical	372	234
	Assembler Lead - Electrical	526	235
	Assembler Lead - Mechanical	373	236
	General Production Assembler	511	237
	Packer	325	238
Across Industries - Facilities	Custodian/Janitor	171	239
	Facilities Maintenance - Advanced	172	240
	Facilities Maintenance - General	173	241
	Maintenance Electrician	174	242
	Maintenance Mechanic	175	243
	Maintenance Supervisor	513	244
	Manager, Environmental, Health and Safety	443	245
	Manager, Facilities	176	246
	Safety & Security Coordinator	445	247
	Sanitizer	499	248
Across Industries - Finishing	Finisher - Second Operations	244	249
	Painter	234	250
Across Industries - Machining	CNC Machine Set Up/Operator	223	251
	CNC Operator	222	252
	Machine Operator	221	253
	Machine Operator - Apprentice	220	254
Across Industries - Tooling	Mold Maker, Class B	490	255
	Mold Maker, Journeyman, Class A	349	256

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Administrative Assistant	33	**Administrative Support**	62
Administrative Assistant to Executive	35	**Administrative Support**	63
Assembler I - Clean Room	272	**Production - Medical**	196
Assembler I - Electrical	362	**Across Industries - Assembly**	231
Assembler I - Electronics	251	**Production – Electronics**	192
Assembler I - Mechanical	233	**Across Industries - Assembly**	232
Assembler II - Clean Room	273	**Production - Medical**	197
Assembler II - Electrical	525	**Across Industries - Assembly**	233
Assembler II - Electronics	252	**Production – Electronics**	193
Assembler II - Mechanical	372	**Across Industries - Assembly**	234
Assembler Lead - Clean Room	274	**Production - Medical**	198
Assembler Lead - Electrical	526	**Across Industries - Assembly**	235
Assembler Lead - Mechanical	373	**Across Industries - Assembly**	236
Assembler, Lead - Electronics	253	**Production – Electronics**	194
Automation Engineer	98	**Engineering - Manufacturing**	86
Automation Technician	96	**Engineering - Manufacturing**	87
Benefits Administrator	516	**Human Resources**	112
Business Analyst	523	**Information Systems**	120
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Buyer, Senior	198	**Materials - Supply Chain**	144
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CNC (Swiss) Turning Center, Setup and Operate	495	**Production - Metals: Machining**	172
CNC EDM, Setup and Operate	336	**Production - Metals: Machining**	173
CNC Machine Set Up/Operator	223	**Across Industries - Machining**	251
CNC Machining Center, Operate Only	335	**Production - Metals: Machining**	174
CNC Machining Center, Setup and Operate	334	**Production - Metals: Machining**	175
CNC Operator	222	**Across Industries - Machining**	252
CNC Programmer	80	**Engineering - Design**	73
CNC Turning Center, Operate Only	339	**Production - Metals: Machining**	176
CNC Turning Center, Setup and Operate	338	**Production - Metals: Machining**	177
Compounder/Chemical Mixer	498	**Production - Chemicals**	201
Continuous Improvement/Lean Coordinator	442	**Lean Management**	129
Controller	15	**Accounting/Finance**	55
Cost Accountant	17	**Accounting/Finance**	56
Custodian/Janitor	171	**Across Industries - Facilities**	239
Customer Service Representative	51	**Customer Service**	67
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Database Management Specialist	156	**Information Systems**	121
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Design Engineer - Electrical	72	**Engineering - Design**	74
Design Engineer - Electrical, Senior	73	**Engineering - Design**	75
Design Engineer - Injection Molds	95	**Engineering - Design**	76
Design Engineer - Mechanical	75	**Engineering - Design**	77
Design Engineer - Mechanical, Senior	76	**Engineering - Design**	78
Designer - CAD	85	**Engineering - Design**	79

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Detail Drafter	84	**Engineering - Documentation**	81
Diagnostic Repair Technician	255	**Production – Electronics**	195
Director, Business Development	470	**Sales and Marketing**	213
Director, Product Development	463	**Product Development**	210
Director, Quality and Regulatory	456	**Clinical/Regulatory**	227
Director, Supply Chain	411	**Materials - Supply Chain**	146
Documentation Coordinator	86	**Engineering - Documentation**	82
Electronic Assembly Inspector	254	**Production – Electronics**	Insufficient Data
Estimator - Production	90	**Engineering - Support**	93
Estimator - Sales	322	**Sales and Marketing**	214
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Facilities Maintenance - Advanced	172	**Across Industries - Facilities**	240
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Finisher - Second Operations	244	**Across Industries - Finishing**	249
Food Production	510	**Production - Food**	202
Fork Truck Driver/Material Handler	193	**Materials - Handling/Warehouse**	132
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Human Resources Assistant	131	**Human Resources**	114
Human Resources Generalist/Business Partner	133	**Human Resources**	115
Human Resources Generalist/Business Partner, Sr.	522	**Human Resources**	116
Human Resources Specialist	432	**Human Resources**	117
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Industrial/Manufacturing Engineer	81	**Engineering - Manufacturing**	88
Industrial/Manufacturing Engineer, Senior	82	**Engineering - Manufacturing**	89
Inside Sales Representative	419	**Sales and Marketing**	217
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Inventory Clerk/Cycle Counter	195	**Materials - Inventory**	140
Laboratory Assistant	454	**Medical Device**	155
Laser, Setup and Operate	345	**Production - Metals: Machining**	178
Lathe, Automatic, Setup and Operate	346	**Production - Metals: Machining**	179
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Logistics Coordinator	484	**Materials - Handling/Warehouse**	133
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Machine Operator - Apprentice	220	**Across Industries - Machining**	254
Machinist - Journeyman	230	**Production - Metals: Machining**	180
Machinist - Manual	332	**Production - Metals: Machining**	181
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Manager, Logistics	482	**Materials - Supply Chain**	149
Manager, Manufacturing	518	**Production Management**	158
Manager, Marketing	438	**Sales and Marketing**	219
Manager, Materials	201	**Materials - Supply Chain**	150
Manager, Purchasing	480	**Materials - Supply Chain**	151
Manager, Quality Assurance	293	**Quality Assurance**	204
Manager, Quality Control and Regulatory	459	**Clinical/Regulatory**	228
Manager, R&D	466	**Product Development**	211
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Manager, Supply Chain	412	**Materials - Supply Chain**	152
Manager, Value Stream	408	**Lean Management**	131
Manager, Warehouse	527	**Materials - Handling/Warehouse**	134
Marketing Communications	440	**Sales and Marketing**	221
Metrologist	514	**Engineering - Support**	94
Milling Machine, Setup and Operate	347	**Production - Metals: Machining**	182
Model or Prototype Maker	348	**Production - Metals: Tooling**	186
Mold Maker, Class B	490	**Across Industries - Tooling**	255
Mold Maker, Journeyman, Class A	349	**Across Industries - Tooling**	256
Molding Machine Operator	242	**Production - Rubber or Plastics**	189
Molding Machine Set Up and Operator	243	**Production - Rubber or Plastics**	190
National Accounts Manager	425	**Sales and Marketing**	222
Network Administrator	158	**Information Systems**	123
Office Manager	34	**Administrative Support**	64
Order Filler	202	**Materials - Handling/Warehouse**	135
Order/Data Entry Clerk	321	**Customer Service**	70
Packer	325	**Across Industries - Assembly**	238
Painter	234	**Across Industries - Finishing**	250
Payroll Administrator	512	**Accounting/Finance**	59
Payroll Clerk	11	**Accounting/Finance**	60
PC/LAN Specialist	151	**Information Systems**	124
Plant Manager	212	**Production Management**	159
Plater	351	**Production - Metals: Finishing**	165
President/Chief Executive Officer	111	**Executive**	104
Press Brake Operator	225	**Production - Metals: Machining**	183
Press Operator	326	**Production - Rubber or Plastics**	191
Process Engineer	88	**Engineering - Manufacturing**	90
Process Technician	515	**Engineering - Support**	95
Product Manager	460	**Product Development**	212
Production Control Clerk	196	**Materials - Inventory**	141
Production Planner	330	**Materials - Supply Chain**	153
Production Supervisor	211	**Production Management**	160
Programmer	152	**Information Systems**	125
Programmer/Analyst, Lead	153	**Information Systems**	126
Project Coordinator	496	**Engineering - Support**	96
Project Engineer	91	**Engineering - Manufacturing**	91
Project Manager	446	**Engineering - Management**	85
Punch Press Operator	224	**Production - Metals: Machining**	184
Purchasing Clerk	200	**Materials - Supply Chain**	154
Quality Assurance Engineer	292	**Quality Assurance**	205

Job Title	Job Code	Functional Area	Page
Quality Assurance Inspector	364	**Quality Assurance**	206
Quality Assurance Specialist	509	**Clinical/Regulatory**	229
Quality Assurance Technician	363	**Quality Assurance**	207
R&D Analytical Chemist	455	**Medical Device**	156
Receiving Inspector	360	**Quality Assurance**	208
Receptionist/Switchboard Operator	31	**Administrative Support**	65
Recruiter	517	**Human Resources**	119
Regulatory Affairs/Compliance Specialist	278	**Clinical/Regulatory**	230
Robotic Welder Operator	506	**Production - Metals: Labor**	166
Rough Grinder	228	**Production - Metals: Labor**	167
Safety & Security Coordinator	445	**Across Industries - Facilities**	247
Sales Engineer	410	**Sales and Marketing**	223
Sales Representative - Senior (Outside Sales)	416	**Sales and Marketing**	224
Sales Representative (Outside Sales)	413	**Sales and Marketing**	225
Sales Support Specialist	519	**Sales and Marketing**	226
Sanitizer	499	**Across Industries - Facilities**	248
Saw Operator	402	**Production - Wood**	199
Secretary	32	**Administrative Support**	66
Sheet Metal Layout and Machine Operator	355	**Production - Metals: Machining**	185
Sheet Metal Worker	226	**Production - Metals: Labor**	168
Shipping/Receiving Clerk	194	**Materials - Handling/Warehouse**	136
Software Developer	157	**Information Systems**	127
Software Engineer	92	**Information Systems**	128
Solid Surface Fabricator	508	**Production - Wood**	200
Spot Welder	327	**Production - Metals: Labor**	169
Supervisor, Accounts Payable/Receivable	16	**Accounting/Finance**	61
Supplier Quality Assurance Engineer	93	**Quality Assurance**	209
Technical Service Representative	54	**Customer Service**	71
Technical Writer	524	**Engineering - Documentation**	83
Technician - Automation and Instrumentation	505	**Engineering - Support**	97
Technician - Electrical	71	**Engineering - Support**	98
Technician - Field Service	78	**Engineering - Support**	99
Technician - Manufacturing Engineering	501	**Engineering - Support**	100
Technician - Mechanical	74	**Engineering - Support**	101
Test Engineer	94	**Engineering - Manufacturing**	92
Tool and/or Die Maker, Class A	356	**Production - Metals: Tooling**	187
Tool and/or Die Maker, Class B	357	**Production - Metals: Tooling**	188
Tool Crib Attendant	197	**Materials - Inventory**	142
Top Engineering Executive	87	**Executive**	105
Top Human Resources Executive	433	**Executive**	106
Top Information Systems Executive	155	**Executive**	107
Top Management of Lean Enterprise	406	**Lean Management**	Insufficient Data
Top Operations Executive	213	**Executive**	108
Top Sales and Marketing Executive	428	**Executive**	109
Top Sales Executive	315	**Executive**	110
Truck Driver - Light	191	**Materials - Handling/Warehouse**	137
VP Administration (without Finance)	114	**Executive**	111
Warehouse Supervisor	436	**Materials - Handling/Warehouse**	138
Warehouse Worker	404	**Materials - Handling/Warehouse**	139
Welder, Class A	227	**Production - Metals: Labor**	170
Welder, Class B	439	**Production - Metals: Labor**	171

Explanation of Results

Survey Methodology

Participation in this survey is open to all Minnesota manufacturing companies. The survey sponsor, Manufacturers Alliance, sent survey invitations to member and non-member firms via email. The survey was also publicized at Manufacturers Alliance educational workshops and seminars and on the association website. Participants submitted survey information using an Excel participation form. Participants reported either average pay rates for a survey position (i.e., the average rate for multiple employees in a position) or pay rates for individual employees.

Altura Consulting Group compiled the survey information and followed up with participants when necessary to clarify information reported such as number of incumbents, base pay rates or incentive amounts. For firms reporting individual pay rates, pay information was averaged prior to calculating report statistics. As such, the statistics in this report reflect average pay rates ("Firm Weighted" statistics) in all cases *except* for the Weighted Average figures, which are influenced by the number of incumbents reported by a participant as highlighted in the Glossary that follows. Note: The survey instructions asked participants to report pay range information where formal range structures are in place. When reporting the Pay Range Minimum, some firms reported the "starting wage" or "hiring wage" for the position. When firms reported the lowest and highest rate paid to individuals in a survey position as "pay range" data, these data were excluded from the analysis.

Data were also analyzed for outliers and clarified with the reporting firm before being included in the survey database. Outliers could include information such as an average pay rate below the minimum wage or excessively high pay rates for a position. Data were further analyzed by each position, validating firm job titles and appropriateness of job matches. Inconsistencies were clarified with reporting firms or adjusted based on compensation and survey administration best practices.

In addition, some data reported by individual participants were randomly deleted to align with federal anti-trust guidelines governing the exchange of salary data and requiring that no one organization can represent more than 25% of the results.

Compensation Reports by Position

Compensation summaries are shown for 205 of the 208 survey positions.

Results by position are displayed four different ways: by Industry Category; Number of Company Employees; Company Revenue; and Area. A summary for all organizations that reported a position is shown at the bottom of the report page.

Results are reported for four areas within Minnesota based on the location of survey participants and designed to report meaningful differences. The areas are defined as follows:

- Within a 20 mile radius of Minneapolis;
- 20 to 45 miles from Minneapolis;
- 45 to 70 miles from Minneapolis; and
- More than 70 miles from Minneapolis including far northern, southern and western parts of the state.

To ensure data confidentiality, organization names or other identifiers are not printed. No data is reported if less than 5 organizations reported information for a position within a single category.

Glossary of Survey Terms

Compensation Reports by Position include the following information and terms:

- **Job Descriptions:** The job description applicable to a position is shown at the beginning of the report for that position.
- **Number of Firms:** The number of organizations that matched and reported data for the position.
- **Number of Employees:** The number of current incumbents in the position. Both full- and part-time employees are counted.
- **25th Percentile:** The amount paid by the organization that ranked at the 25th percentile of the reported data for the position. Twenty-five percent of participants reported paying below this amount. Conversely, seventy-five percent of participants reported paying more than this amount. To ensure meaningful data displays, the 25th percentile amount was not reported unless at least 6 organizations matched the position and reported a pay rate for their incumbents. (See example on following page.)
- **Average:** The sum of the rates reported divided by the number of organizations that reported data for the position. Average, as used in this report, has the same meaning as "mean," "simple average" and "un-weighted average," which are commonly used to describe the arithmetic average of a group of numbers. The average amount was not reported unless at least 5 organizations matched the position and reported a pay rate for their incumbents.
- **Weighted Average:** The pay rate reported by a participant multiplied by the number of employees reported by the same participant, then summed with the same information reported by other participants, and finally, divided by the total number of all reported incumbents. This statistic allows the number of incumbents reported by a participant to influence the average.
- **Median:** The amount paid by the organization that ranked at the 50th percentile of the reported data for the position. Half of the participants reported paying below this amount and half reported paying above this amount. (See example on following page.)
- **75th Percentile:** The amount paid by the organization that ranked at the 75th percentile of the reported data for the position. Seventy-five percent of participants reported paying below this amount. Conversely, twenty-five percent of participants reported paying more than this amount. To ensure meaningful data displays, the 75th percentile amount was not reported unless at least 6 organizations matched the position and reported a pay rate for their incumbents. (See example on following page.)
- **Bonus Paid – Number of Firms:** The number of companies that reported paying an incentive to their incumbents for the survey position.
- **Bonus Paid – Number of Employees:** The number of employees in the survey position that were reported as having been paid a bonus.
- **Bonus Paid – Weighted Average Paid:** The weighted average incentive payment paid to employees in the survey position. The bonus paid includes all reported information regardless of bonus type (i.e., profit sharing, performance based, sales commission, etc.) as long as the payment was made in the last 12 months since January 1, 2022. The amount is reported in total dollars per year.
- **Average Minimum:** The average of the minimums of the established pay ranges reported by organizations matching the position.
- **Average Midpoint:** The average of the midpoints of the established pay ranges reported by organizations matching the position.
- **Average Maximum:** The average of the maximums of the established pay ranges reported by organizations matching the position.
- **Previous Year (2022) Results:** For some jobs there are no previous data reported. In these situations, the job is new or there were insufficient data reported in 2022 to include in this year's survey report.

Percentile Analysis Example

Rate Paid	
15.50	
15.83	
15.99	
16.05	
16.19	25th Percentile
16.25	
16.38	
16.65	
16.80	
16.98	Median
17.32	
17.84	
18.68	
18.74	
18.85	75th Percentile
18.92	
19.03	
19.18	
19.40	

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.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	6	6	53,206	61,351	61,351	60,320	71,341	2	2	*	*	*	*
Fabricated Metal Products	18	26	51,449	67,032	65,992	71,477	79,305	6	8	4,244	58,740	73,925	89,108
Industrl Machinery Computer Equip	6	9	56,625	62,174	56,963	62,254	70,502	3	6	*	*	*	*
Electronic & Other Electrical	5	10	*	67,417	77,700	60,008	*	3	5	*	*	*	*
Misc Manufacturing Industries	10	15	66,950	70,305	70,587	70,792	76,878	5	9	3,705	*	*	*
Data by Number of Company Employees													
Less than 50	6	6	47,936	59,137	59,137	57,959	69,290	2	2	*	*	*	*
50 to 99	14	16	59,446	65,693	67,350	62,826	72,750	5	6	2,574	58,140	72,051	85,956
100 to 199	15	18	58,240	65,569	66,308	67,600	72,800	7	8	3,873	54,159	67,814	82,360
200 to 499	18	30	62,898	72,452	72,667	73,219	80,599	8	12	6,851	58,860	73,675	88,490
500 or More	10	20	50,749	62,381	62,347	64,425	72,989	6	15	3,644	60,329	75,973	91,614
Data by Company Revenue													
$10 to $19.9 Million	7	8	61,152	66,267	66,529	65,000	72,800	3	4	*	*	*	*
$20 to $39.9 Million	14	15	58,136	63,197	62,867	60,466	71,525	4	5	*	51,948	63,709	76,713
$40 to $99.9 Million	20	24	59,376	69,152	70,202	71,227	79,774	10	10	3,631	57,966	73,074	88,182
Over $100 Million	19	36	62,000	66,628	64,937	68,682	73,840	9	20	3,836	60,187	75,535	90,882
Data by Area													
Within 20 Miles of Minneapolis	34	42	60,380	66,555	68,656	67,980	73,946	15	19	6,331	56,031	70,147	84,883
20 to 45 Miles from Minneapolis	13	21	61,205	72,705	74,014	75,000	82,734	3	7	*	65,295	78,675	92,055
45 to 70 Miles from Minneapolis	9	13	48,082	62,206	61,760	60,008	71,850	5	6	2,423	60,965	81,512	102,054
More than 70 Miles from Minneapolis	8	15	50,882	61,496	59,068	63,366	70,257	5	11	2,273	53,738	64,943	76,147
All Reporting Companies													
Previous Year (2022)	71	114	56,160	62,066	60,858	61,672	68,640	34	50	2,953	53,578	65,824	78,161
2023	**64**	**91**	**59,059**	**66,560**	**67,327**	**67,980**	**74,157**	**28**	**43**	**4,300**	**57,824**	**72,161**	**86,756**

* 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.

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Accountant, Senior

Job Code: 18

Same general job duties as Accountant position (survey job code 13) that require more experience or judgment.

Requires a Bachelor's degree in accounting or equivalent and 5 or more years of experience. This is not an entry or intermediate level position.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Food & Kindred Products	5	6	*	84,128	86,681	83,200	*	2	2	*	*	*	*
Rubber & Plastic Products	7	7	60,008	77,226	77,226	72,750	91,000	6	6	8,091	*	*	*
Fabricated Metal Products	15	17	75,005	83,997	84,976	86,750	90,145	8	9	6,110	65,702	79,648	93,549
Industrl Machinery Computer Equip	7	8	56,160	81,296	77,927	85,050	98,546	5	6	7,159	*	*	*
Misc Manufacturing Industries	15	18	75,005	82,743	80,410	79,997	93,000	11	14	8,956	69,406	88,349	107,292
Data by Number of Company Employees													
Less than 50	6	6	65,036	71,837	71,837	71,180	78,629	3	3	*	*	*	*
50 to 99	14	15	64,277	79,532	77,540	82,523	90,993	8	9	9,653	58,064	70,350	83,912
100 to 199	18	20	74,942	82,719	82,953	85,498	91,120	12	13	6,171	66,698	88,706	106,073
200 to 499	17	19	73,877	87,822	88,296	90,002	102,024	14	15	6,831	68,757	83,197	97,607
500 or More	13	26	75,749	83,021	81,792	80,502	98,996	6	10	7,189	65,890	85,809	105,730
Data by Company Revenue													
$10 to $19.9 Million	9	9	74,714	83,080	83,080	88,275	91,838	4	4	*	*	*	*
$20 to $39.9 Million	11	11	67,995	74,884	74,884	75,005	84,989	8	8	6,193	53,232	*	85,320
$40 to $99.9 Million	21	22	70,801	82,900	81,389	82,607	93,377	16	17	8,110	66,700	81,999	96,762
Over $100 Million	24	41	74,690	84,742	83,802	83,552	97,991	14	20	6,353	68,894	87,602	106,312
Data by Area													
Within 20 Miles of Minneapolis	41	45	73,754	83,636	84,474	84,989	92,556	23	25	6,667	66,690	83,068	99,766
20 to 45 Miles from Minneapolis	18	30	75,005	83,825	82,811	83,552	93,839	12	15	6,174	69,057	87,018	104,319
45 to 70 Miles from Minneapolis	5	5	*	83,220	83,220	86,008	*	4	4	*	*	*	*
More than 70 Miles from Minneapolis	5	7	*	64,604	61,003	66,269	*	4	6	*	*	*	*
All Reporting Companies													
Previous Year (2022)	57	84	71,510	79,207	78,428	79,813	86,963	30	42	5,041	64,372	83,249	99,098
2023	**69**	**87**	**72,463**	**82,276**	**81,940**	**82,607**	**91,957**	**43**	**50**	**7,033**	**65,773**	**82,831**	**99,323**

* 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.

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Accounting Clerk/Bookkeeper

Job Code: 12

Under direct supervision, performs a variety of clerical accounting tasks. Codes and prepares entries for posting according to chart of accounts, processes payments, verifies information and accuracy, and files records. Prepares information for periodic reports. May involve accounts receivable, accounts payable and/or other accounting areas.

Requires a high school diploma or equivalent, and zero to 3 years of relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Printing, Publishing & Allied	7	18	21.13	26.00	26.48	25.16	31.20	6	11	1,952	*	*	*
Rubber & Plastic Products	8	13	22.28	23.49	24.25	23.69	25.99	6	8	2,891	*	*	*
Primary Metal Industries	8	18	26.46	27.63	28.45	26.75	30.24	2	3	*	*	*	*
Fabricated Metal Products	36	57	23.00	25.33	25.53	24.82	27.91	17	24	2,649	19.77	23.93	27.91
Industrl Machinery Computer Equip	7	9	20.80	22.63	22.53	21.25	26.23	6	7	1,989	*	*	*
Electronic & Other Electrical	7	16	22.76	24.45	24.10	23.48	27.38	5	6	6,239	*	*	*
Misc Manufacturing Industries	18	40	24.98	26.68	26.63	25.74	28.65	15	25	3,863	21.49	26.98	32.75
Data by Number of Company Employees													
Less than 50	12	13	23.07	25.16	24.98	24.97	26.71	10	11	2,944	*	*	*
50 to 99	25	35	23.00	25.50	25.58	25.81	27.85	14	19	2,890	19.45	24.10	28.96
100 to 199	23	43	22.72	25.01	25.35	25.51	27.40	17	25	3,318	19.53	24.20	29.28
200 to 499	33	64	22.58	25.22	25.65	24.55	27.50	19	32	3,329	20.33	24.83	28.88
500 or More	16	48	22.82	25.16	26.15	25.26	28.00	10	16	2,670	20.38	26.01	31.56
Data by Company Revenue													
Under $9.9 Million	7	7	22.00	25.74	25.74	25.13	30.11	3	3	*	*	*	*
$10 to $19.9 Million	14	18	23.00	25.05	24.51	24.75	26.72	9	11	2,236	*	*	*
$20 to $39.9 Million	19	24	21.21	24.45	24.98	25.25	27.00	12	15	2,144	*	*	*
$40 to $99.9 Million	34	63	23.39	26.00	26.12	25.89	28.19	25	39	3,233	20.42	24.47	29.57
Over $100 Million	35	89	22.76	24.95	25.73	25.07	27.47	20	33	3,175	20.08	25.38	29.68
Data by Area													
Within 20 Miles of Minneapolis	59	114	23.29	25.97	26.11	25.93	27.89	39	62	3,456	20.71	25.68	30.78
20 to 45 Miles from Minneapolis	22	44	24.16	26.23	27.17	25.53	28.05	12	15	3,568	20.53	24.39	29.23
45 to 70 Miles from Minneapolis	18	27	21.96	23.71	23.32	23.32	26.31	12	16	2,114	18.74	23.71	29.04
More than 70 Miles from Minneapolis	11	19	20.00	22.15	22.93	21.69	23.97	7	10	1,788	19.62	24.37	27.43
All Reporting Companies													
Previous Year (2022)	121	209	21.94	23.86	24.06	23.45	25.82	70	98	2,777	19.52	23.83	28.01
2023	**110**	**204**	**22.98**	**25.27**	**25.67**	**25.18**	**27.49**	**70**	**103**	**3,102**	**20.11**	**24.89**	**29.57**

* 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.

Controller

Job Code: 15

Oversees the firm's accounting system. Top accounting official in the organization. Develops, implements, and evaluates accounting policies, reporting procedures, and accounting controls. Analyzes and interprets financial statements and reports for the guidance of top management. Participates with other members of management in planning and controlling company operations. Assures all required tax and information returns are prepared in compliance with all laws and regulations. May have responsibility for Human Resources function. Note: This is not the top finance position in the firm; refer to survey position VP Administration with Finance (job code 113).

Requires Bachelor's degree in accounting or equivalent and 5 or more years of experience in all phases of accounting.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Food & Kindred Products	6	7	108,062	143,935	135,595	155,070	169,988	4	5	*	*	*	*
Printing, Publishing & Allied	5	5	*	137,847	137,847	127,500	*	3	3	*	*	*	*
Chemicals & Allied Products	5	5	*	167,271	167,271	110,540	*	5	5	43,631	*	*	*
Rubber & Plastic Products	10	10	105,997	131,009	131,009	135,002	147,001	4	4	*	*	*	*
Primary Metal Industries	7	10	89,981	120,861	136,476	119,995	151,029	4	7	*	*	*	*
Fabricated Metal Products	22	23	98,383	115,931	118,231	109,646	134,030	13	13	13,702	101,423	126,079	151,536
Industrl Machinery Computer Equip	6	6	106,250	123,364	123,364	119,099	139,240	4	4	*	*	*	*
Misc Manufacturing Industries	18	23	106,912	126,124	122,209	122,504	143,554	14	19	19,346	105,081	133,095	161,112
Data by Number of Company Employees													
Less than 50	7	7	88,005	119,806	119,806	111,734	150,000	7	7	7,276	*	*	*
50 to 99	21	21	100,963	120,830	120,830	115,000	137,500	13	13	20,938	103,010	126,941	150,873
100 to 199	21	22	102,533	120,345	118,763	120,000	136,910	17	18	11,157	100,372	124,724	148,306
200 to 499	27	29	109,292	127,309	128,318	127,500	145,152	16	18	25,178	107,825	139,030	170,678
500 or More	13	22	118,295	168,880	154,172	163,800	186,771	7	15	30,823	141,398	179,751	218,611
Data by Company Revenue													
Under $9.9 Million	6	6	83,871	120,285	120,285	117,718	156,700	5	5	10,141	*	*	*
$10 to $19.9 Million	9	9	100,003	123,421	123,421	108,576	150,400	6	6	6,381	*	*	*
$20 to $39.9 Million	17	17	105,290	126,629	126,629	124,987	147,614	12	12	18,930	112,986	138,355	163,724
$40 to $99.9 Million	25	26	100,963	114,461	113,349	116,550	127,065	18	19	17,758	90,124	118,384	145,875
Over $100 Million	30	41	110,405	145,480	142,551	140,057	161,047	18	28	26,149	122,073	155,288	189,025
Data by Area													
Within 20 Miles of Minneapolis	48	52	108,932	132,440	132,560	124,994	148,788	36	40	21,783	115,896	147,771	179,646
20 to 45 Miles from Minneapolis	22	29	96,158	129,062	127,598	125,004	150,810	13	20	16,970	108,528	136,978	165,293
45 to 70 Miles from Minneapolis	6	6	107,615	124,523	124,523	120,000	146,440	3	3	*	*	*	*
More than 70 Miles from Minneapolis	13	14	100,460	122,499	125,808	120,000	135,575	8	8	16,545	115,649	142,047	169,509
All Reporting Companies													
Previous Year (2022)	76	90	100,500	123,455	125,993	120,650	138,263	46	53	22,385	110,421	140,122	170,118
2023	**89**	**101**	**104,999**	**129,619**	**129,722**	**124,301**	**147,625**	**60**	**71**	**20,275**	**113,366**	**143,656**	**174,087**

* 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.

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Cost Accountant

Job Code: 17

Conducts and analyzes cost audits to determine costs of business activity, including but not limited to, raw material purchases, inventory, and labor. Analyzes data and prepares management reports using spreadsheets or databases. Analysis includes review of design changes, raw materials, production processes or services provided to determine effects on cost.

Requires a Bachelor's degree in accounting and 2 or more years of experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	5	5	*	79,286	79,286	79,269	*	2	2	*	*	*	*
Fabricated Metal Products	6	6	62,738	70,642	70,642	69,249	78,775	2	2	*	*	*	*
Data by Number of Company Employees													
50 to 99	5	6	*	82,482	81,642	79,539	*	3	4	*	*	*	*
200 to 499	11	13	67,704	73,546	72,954	71,700	85,000	5	7	4,766	65,434	77,706	89,972
500 or More	7	9	65,874	81,899	81,666	80,851	94,994	2	2	*	*	*	*
Data by Company Revenue													
$20 to $39.9 Million	5	6	*	80,554	80,035	79,269	*	2	3	*	*	*	*
$40 to $99.9 Million	9	10	61,828	69,756	69,551	67,704	80,452	6	7	2,786	*	*	*
Over $100 Million	10	12	67,843	80,937	80,923	81,717	94,788	3	3	*	73,090	88,042	108,195
Data by Area													
Within 20 Miles of Minneapolis	12	14	66,331	75,131	74,765	76,679	85,982	6	8	4,863	*	*	*
45 to 70 Miles from Minneapolis	7	10	63,648	69,882	72,257	68,766	76,700	5	6	3,652	*	*	*
All Reporting Companies													
Previous Year (2022)	23	35	63,918	73,894	72,143	72,987	82,992	9	11	3,530	66,080	79,954	93,691
2023	**27**	**32**	**67,704**	**76,907**	**76,720**	**76,700**	**85,904**	**13**	**16**	**6,729**	**67,684**	**80,984**	**96,597**

* 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.

Financial Analyst

New Job in 2023

Job Code: 521

Responsible for collecting and analyzing financial information and preparing financial reports to determine and maintain a record of assets, liabilities, and profit and loss. Provides recommendations and support to the Finance department in the areas of margin analysis, product lifecycle, estimating, job costing, inventory analysis, project valuation, budget reporting, and preparation and compilation of select budgeting and forecasting models.

Requires a Bachelor's degree in finance or related field and 2 or more years of experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Misc Manufacturing Industries	5	13	*	111,160	90,251	120,016	*	4	12	*	*	*	*
Data by Number of Company Employees													
200 to 499	8	8	77,123	102,493	102,493	105,508	125,688	5	5	5,501	*	*	*
500 or More	9	28	78,446	87,678	82,824	85,987	95,385	4	19	*	64,539	82,188	99,823
Data by Company Revenue													
$40 to $99.9 Million	5	5	*	94,706	94,706	91,000	*	3	3	*	*	*	*
Over $100 Million	13	33	79,104	94,323	85,899	90,002	104,313	7	23	5,021	67,962	86,738	105,504
Data by Area													
Within 20 Miles of Minneapolis	12	17	75,879	95,417	92,827	93,839	116,012	4	5	*	67,773	85,858	103,954
20 to 45 Miles from Minneapolis	5	13	*	97,107	84,846	90,002	*	3	11	*	*	*	*
All Reporting Companies													
2023	**22**	**42**	**78,171**	**93,374**	**87,207**	**90,501**	**106,088**	**10**	**26**	**4,607**	**67,848**	**85,771**	**103,685**

* 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.

Manager, Accounting

Job Code: 14

Manages the organization's accounting functions. May include general accounting, cost accounting, budget preparation, payroll, accounts receivable, accounts payable, or some combination. Reviews and directs the consolidation and preparation of various financial reports. May prepare or direct the preparation of tax or information returns or reports.

Requires a Bachelor's degree in accounting or equivalent plus comprehensive managerial experience and supervisory skills.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Primary Metal Industries	5	9	*	103,813	109,366	103,979	*	4	7	*	*	*	*
Fabricated Metal Products	12	13	86,570	103,308	103,630	98,155	112,410	5	5	11,729	81,765	101,466	121,168
Misc Manufacturing Industries	6	8	78,851	101,423	104,425	96,597	126,484	6	7	21,241	*	*	*
Data by Number of Company Employees													
50 to 99	8	8	80,248	96,991	96,991	89,742	111,240	6	6	12,397	*	*	*
100 to 199	7	9	85,000	104,945	102,724	96,373	117,832	4	5	*	75,070	97,774	120,327
200 to 499	16	19	92,728	107,628	107,674	105,740	122,647	11	13	16,901	87,085	108,666	130,247
500 or More	14	26	109,343	121,752	120,411	122,062	129,723	10	13	19,024	88,790	116,567	144,359
Data by Company Revenue													
$20 to $39.9 Million	7	7	97,074	114,006	114,006	106,267	117,832	3	3	*	*	*	*
$40 to $99.9 Million	12	14	81,625	104,107	102,366	97,805	128,657	9	10	8,955	85,590	106,279	126,967
Over $100 Million	23	38	102,836	115,202	115,938	116,699	125,008	17	22	20,768	87,914	112,925	137,941
Data by Area													
Within 20 Miles of Minneapolis	25	32	95,258	111,637	112,407	110,373	127,504	20	23	16,743	90,230	114,067	137,908
20 to 45 Miles from Minneapolis	13	23	90,687	110,722	111,875	102,960	125,878	8	11	16,383	88,132	112,951	137,770
45 to 70 Miles from Minneapolis	5	5	*	97,595	97,595	94,994	*	3	3	*	*	*	*
All Reporting Companies													
Previous Year (2022)	56	80	88,463	102,987	106,730	103,135	117,955	38	54	12,250	79,407	100,334	121,021
2023	**47**	**64**	**91,280**	**109,023**	**110,374**	**106,267**	**122,919**	**32**	**38**	**15,437**	**85,180**	**109,472**	**132,717**

* 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.

Payroll Administrator

New Job in 2022

Job Code: 512

Compiles payroll data for the calculation of payroll. Reviews and records new hires, pay rates and changes affecting net wages such as exemptions, insurance coverage, direct deposits, etc. Accumulates and organizes information to ensure that payroll accounts are reported to Federal, State, and local agencies as may be required. Prepares reports and reconciles all payroll-related general ledger accounts. May coordinate payroll with outside service provider.

Requires an Associate's degree in business, accounting or related field, or equivalent. Bachelor's degree preferred. 3 years experience in payroll processing.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	6	6	50,415	54,836	54,836	56,867	59,212	4	4	*	45,999	56,513	67,031
Data by Number of Company Employees													
200 to 499	11	11	53,560	59,815	59,815	61,006	65,902	7	7	3,524	50,304	63,772	77,240
500 or More	7	8	57,491	69,671	66,971	77,275	81,120	3	3	*	*	*	*
Data by Company Revenue													
$40 to $99.9 Million	8	8	49,270	59,283	59,283	60,113	66,139	6	6	869	*	*	*
Over $100 Million	12	13	54,123	63,492	62,306	60,826	77,787	6	6	3,825	51,506	67,078	82,650
Data by Area													
Within 20 Miles of Minneapolis	16	16	56,493	64,158	64,158	61,006	77,787	9	9	1,686	53,700	68,286	82,873
All Reporting Companies													
Previous Year (2022)	18	18	56,340	63,652	63,652	60,801	74,477	5	5	1,404	55,384	69,175	83,447
2023	**23**	**24**	**53,000**	**60,952**	**60,416**	**59,220**	**67,850**	**14**	**14**	**2,179**	**49,902**	**63,532**	**77,163**

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Payroll Clerk

Job Code: 11

Under direct supervision, calculates hours worked for employees from time sheets, time cards, or other records. Determines amounts of salary adjustments per policy and determines amount of deductions, withholding, etc. Enters data into payroll system. May prepare and distribute checks. Performs other related payroll and accounting duties.

Requires a high school diploma or equivalent plus 3 to 5 years of relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Number of Company Employees													
100 to 199	5	5	*	28.21	28.21	27.50	*	4	4	*	21.78	28.06	32.93
200 to 499	10	11	24.35	28.75	28.76	28.33	34.33	2	2	*	25.23	31.47	38.11
Data by Company Revenue													
$20 to $39.9 Million	6	6	22.56	27.71	27.71	29.40	31.55	3	3	*	22.07	*	33.48
$40 to $99.9 Million	5	5	*	28.82	28.82	27.50	*	2	2	*	*	*	*
Over $100 Million	10	13	26.54	29.32	29.06	28.72	33.64	5	7	5,198	23.97	29.67	35.58
Data by Area													
Within 20 Miles of Minneapolis	12	12	27.70	30.60	30.60	30.91	33.99	6	6	5,644	23.56	29.15	34.80
All Reporting Companies													
Previous Year (2022)	18	21	23.59	26.01	25.97	26.04	28.49	11	14	3,802	21.49	27.21	32.39
2023	**21**	**24**	**26.36**	**28.74**	**28.67**	**28.58**	**31.86**	**10**	**12**	**4,109**	**23.09**	**29.04**	**34.45**

* 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.

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Supervisor, Accounts Payable/Receivable

Job Code: 16

Plans and directs the work of accounts receivable and accounts payable areas. Supervises a staff of accounting clerks or other nonexempt accounting personnel involved in the processing of receivables and payables and preparing financial reports.

Requires a Bachelor's degree in accounting or equivalent, 3 to 5 years of accounting experience and good supervisory skills.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Misc Manufacturing Industries	6	8	69,875	82,392	86,659	83,571	91,054	5	7	6,499	*	*	*
Data by Number of Company Employees													
100 to 199	5	5	*	74,952	74,952	74,922	*	2	2	*	*	*	*
200 to 499	6	8	56,014	70,712	66,673	71,080	84,166	4	6	*	55,194	68,734	82,274
500 or More	7	9	61,776	79,105	83,628	76,565	97,827	4	6	*	*	*	*
Data by Company Revenue													
Over $100 Million	12	16	57,377	75,244	75,685	76,128	88,426	6	10	5,549	66,287	83,544	100,801
Data by Area													
Within 20 Miles of Minneapolis	8	8	63,707	73,902	73,902	75,306	84,280	4	4	*	*	*	*
20 to 45 Miles from Minneapolis	5	7	*	78,098	84,201	75,350	*	4	6	*	*	*	*
All Reporting Companies													
Previous Year (2022)	17	19	67,562	78,348	77,023	75,400	87,935	8	8	4,941	67,392	81,456	95,519
2023	**19**	**23**	**60,008**	**74,209**	**74,696**	**75,350**	**84,989**	**11**	**15**	**5,630**	**62,881**	**78,798**	**94,714**

* 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.

Administrative Assistant

Job Code: 33

Performs more advanced secretarial duties, generally for two or more individuals. Handles routine matters for manager where appropriate. Handles confidential information. May compose correspondence, collect or research information from various sources for report or meeting preparation, etc. May direct the work of more junior secretaries.

Requires a high school diploma or equivalent and 5 or more years secretarial experience with knowledge of operations and policies.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	10	14	19.97	22.82	21.98	21.76	25.04	4	5	*	19.53	24.75	30.20
Fabricated Metal Products	16	40	19.07	21.11	20.49	20.94	23.69	7	14	1,987	18.86	22.65	26.36
Measur, Anal & Control Instruments	5	6	*	25.86	25.82	25.62	*	2	2	*	*	*	*
Misc Manufacturing Industries	7	23	22.66	23.92	25.50	24.00	25.99	3	14	*	20.40	25.44	30.37
Data by Number of Company Employees													
50 to 99	9	17	18.64	22.25	19.96	24.00	25.43	4	4	*	*	*	*
100 to 199	11	24	19.13	22.75	22.37	21.83	25.00	6	7	3,658	20.67	23.62	27.07
200 to 499	17	29	20.68	22.88	22.16	22.66	24.25	7	15	2,538	19.27	23.84	28.45
500 or More	15	53	19.54	25.40	24.85	25.62	27.57	8	29	4,714	20.61	26.26	31.76
Data by Company Revenue													
$20 to $39.9 Million	14	23	21.13	22.46	22.50	22.38	24.49	6	6	3,008	19.08	22.56	26.32
$40 to $99.9 Million	15	26	20.49	23.61	23.07	22.85	26.00	7	15	1,998	20.38	24.89	29.74
Over $100 Million	21	72	19.27	23.95	23.20	22.74	26.76	10	32	4,918	20.16	25.48	30.68
Data by Area													
Within 20 Miles of Minneapolis	29	50	21.21	23.88	23.71	22.85	25.31	14	19	5,649	20.20	25.20	30.26
20 to 45 Miles from Minneapolis	13	35	18.50	23.97	22.88	25.97	26.33	4	16	*	21.01	26.57	32.29
45 to 70 Miles from Minneapolis	5	15	*	20.04	20.53	19.54	*	3	8	*	*	*	*
More than 70 Miles from Minneapolis	7	25	20.04	22.13	23.24	20.25	25.04	4	12	*	18.12	21.78	25.43
All Reporting Companies													
Previous Year (2022)	54	115	19.97	22.48	23.56	21.36	24.48	23	59	3,295	19.66	24.18	28.81
2023	**54**	**125**	**20.18**	**23.32**	**23.00**	**22.65**	**25.83**	**25**	**55**	**3,847**	**20.04**	**24.79**	**29.64**

* 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.

Administrative Assistant to Executive

Job Code: 35

Highest level administrative assistant position directly supporting an executive (i.e., CEO or President). Requires incumbent to exercise independent judgment and discretion regarding confidential matters. Performs a variety of administrative duties: screens calls, plans meetings/conferences, compiles information and prepares complex reports/documents for executive level decision making.

Requires high school diploma or equivalent and 5 or more years of experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	5	5	*	74,637	74,637	78,645	*	3	3	*	*	*	*
Misc Manufacturing Industries	5	13	*	72,624	75,236	70,000	*	3	11	*	*	*	*
Data by Number of Company Employees													
100 to 199	7	7	65,499	71,067	71,067	73,008	79,997	6	6	4,223	*	*	*
200 to 499	9	11	59,397	75,336	75,814	82,400	90,418	4	6	*	58,586	72,752	86,919
500 or More	11	43	64,624	72,138	69,519	74,258	80,149	7	24	4,134	57,251	73,802	90,337
Data by Company Revenue													
$40 to $99.9 Million	7	9	60,788	66,732	66,712	65,499	72,498	4	5	*	*	*	*
Over $100 Million	16	49	68,630	77,208	71,964	79,029	85,022	9	27	4,807	58,359	73,819	89,270
Data by Area													
Within 20 Miles of Minneapolis	12	16	62,036	72,227	74,666	74,417	80,238	8	11	4,065	53,539	68,767	84,353
20 to 45 Miles from Minneapolis	10	32	59,228	71,452	68,865	72,129	80,598	5	12	4,057	*	*	*
More than 70 Miles from Minneapolis	5	14	*	77,151	70,920	73,008	*	4	13	*	59,748	72,217	84,685
All Reporting Companies													
Previous Year (2022)	31	44	58,302	69,852	70,615	66,083	79,348	18	30	7,848	54,607	69,096	82,149
2023	**30**	**65**	**61,147**	**72,241**	**70,638**	**72,753**	**80,800**	**18**	**37**	**4,443**	**56,802**	**71,697**	**86,759**

* 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.

Office Manager

Job Code: 34

Has overall responsibility for the functioning of the "front" office operations. Typical duties include: assign and regulate clerical and secretarial functions; evaluate and manage performance of employees with reporting relationship to office manager; assist with the selection and recruitment of new candidates; design and maintain filing systems; may maintain employee files; and maintain adequate level of office supplies. May supervise clerical staff for such functions as copy/duplicating, mailroom, file room, etc.

Requires an associate degree and 3 or more years of experience with office procedures and supervision.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	9	12	48,511	58,924	57,738	62,400	66,885	4	6	*	*	*	*
Data by Number of Company Employees													
Less than 50	8	8	57,292	63,008	63,008	64,480	71,760	6	6	2,295	*	*	*
50 to 99	7	8	61,500	62,798	63,138	62,400	65,520	2	3	*	*	*	*
Data by Company Revenue													
Under $9.9 Million	8	8	57,621	62,132	62,132	63,440	68,120	5	5	2,414	*	*	*
Over $100 Million	5	9	*	62,457	60,740	62,956	*	2	3	*	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	11	12	56,056	65,348	65,362	68,250	72,800	7	8	4,052	*	*	*
20 to 45 Miles from Minneapolis	10	14	61,375	64,912	63,535	62,400	70,460	4	4	*	*	*	*
All Reporting Companies													
Previous Year (2022)	22	24	53,607	62,695	62,224	61,170	70,886	15	16	4,526	*	*	*
2023	**23**	**29**	**61,000**	**64,258**	**63,081**	**64,480**	**71,342**	**12**	**14**	**3,627**	*	*	*

* 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.

Receptionist/Switchboard Operator

Job Code: 31

Operates the company's telephone system. Takes and relays messages appropriately. Acts as a receptionist to greet and direct visitors to the organization or departments within the organization. May do incidental typing or clerical tasks as assigned.

Requires a high school diploma or equivalent.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Food & Kindred Products	5	6	*	20.69	20.24	19.76	*	2	2	*	*	*	*
Rubber & Plastic Products	5	5	*	21.92	21.92	21.11	*	3	3	*	*	*	*
Fabricated Metal Products	7	7	18.00	20.74	20.74	20.60	24.49	2	2	*	*	*	*
Industrl Machinery Computer Equip	6	9	17.50	20.24	19.29	20.75	23.32	5	7	2,790	*	*	*
Misc Manufacturing Industries	6	9	19.13	20.43	20.21	20.00	21.60	5	7	1,185	*	*	*
Data by Number of Company Employees													
50 to 99	8	11	18.13	20.26	20.13	19.67	22.85	4	6	*	*	*	*
100 to 199	11	12	20.00	21.13	20.96	20.60	23.77	7	7	2,282	*	*	*
200 to 499	12	14	19.57	21.67	21.80	21.74	24.26	6	7	4,252	17.29	20.58	23.87
500 or More	8	12	17.04	19.17	18.09	18.41	21.92	5	6	1,682	16.85	21.39	25.91
Data by Company Revenue													
$10 to $19.9 Million	5	5	*	19.54	19.54	18.50	*	2	2	*	*	*	*
$20 to $39.9 Million	7	8	19.57	21.12	20.85	20.40	23.66	4	4	*	*	*	*
$40 to $99.9 Million	13	17	19.88	21.97	21.59	22.00	23.89	10	12	1,699	*	*	*
Over $100 Million	13	18	17.61	19.92	19.21	20.00	22.68	7	9	2,000	17.01	20.99	24.95
Data by Area													
Within 20 Miles of Minneapolis	22	23	19.00	21.28	21.18	20.86	23.83	11	11	3,886	17.71	22.03	26.34
20 to 45 Miles from Minneapolis	9	11	18.41	20.51	20.41	20.00	23.00	5	5	1,519	*	*	*
45 to 70 Miles from Minneapolis	5	6	*	19.01	18.63	19.57	*	2	2	*	*	*	*
More than 70 Miles from Minneapolis	5	11	*	19.83	19.15	19.77	*	5	9	1,588	*	*	*
All Reporting Companies													
Previous Year (2022)	39	47	18.00	20.06	19.89	20.07	21.81	23	25	2,866	16.90	20.04	23.67
2023	**41**	**51**	**18.75**	**20.66**	**20.28**	**20.25**	**23.37**	**23**	**27**	**2,472**	**17.10**	**21.09**	**25.08**

* 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.

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Secretary

Job Code: 32

Performs a variety of secretarial duties generally for two or more individuals. Duties typically include operating a PC for word processing and spreadsheets, filing, answering telephones, taking messages, scheduling appointments, making travel arrangements, etc.

Requires a high school diploma or equivalent and some relevant work experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Number of Company Employees													
Data by Area													
Within 20 Miles of Minneapolis	6	7	18.43	22.24	22.95	22.79	25.37	3	3	*	*	*	*
All Reporting Companies													
Previous Year (2022)	8	8	18.80	22.65	22.65	22.66	26.51	5	5	1,896	*	*	*
2023	**10**	**12**	**18.78**	**22.69**	**23.23**	**23.29**	**25.37**	**7**	**7**	**1,665**	*	*	*

* 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.

Customer Service Representative

Job Code: 51

Under direct supervision, corresponds in-person or by telephone, with customers concerning sales or service inquiries in a manner that will ensure good customer relations. The primary focus is to gather and exchange information. Authority to take action is limited to established policy. Escalates more difficult issues. Contacts other departments to obtain needed information. Completes necessary records to document inquiries. Performs miscellaneous clerical duties as required. Work is typically performed using a PC.

Requires a high school diploma or equivalent, knowledge of the organization and zero to 3 years of relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Printing, Publishing & Allied	8	75	19.30	24.14	23.88	22.42	29.71	7	45	2,165	*	*	*
Rubber & Plastic Products	17	50	22.02	24.56	24.69	23.05	26.22	8	26	4,352	23.26	29.48	36.01
Primary Metal Industries	7	34	24.62	25.64	26.39	25.05	27.68	4	11	*	*	*	*
Fabricated Metal Products	23	81	21.06	25.02	25.56	23.61	27.50	9	12	5,889	19.24	22.16	26.12
Industrl Machinery Computer Equip	10	34	22.25	24.01	23.26	24.15	25.91	7	27	3,095	*	*	*
Electronic & Other Electrical	5	26	*	21.18	22.79	19.95	*	2	10	*	*	*	*
Measur, Anal & Control Instruments	6	44	23.70	26.31	25.14	26.35	29.88	3	20	*	*	*	*
Misc Manufacturing Industries	18	147	22.40	25.07	23.52	24.93	27.32	14	131	3,578	20.85	26.03	31.33
Data by Number of Company Employees													
Less than 50	10	20	21.20	24.38	24.52	23.10	26.00	7	10	2,597	*	*	*
50 to 99	24	57	22.13	25.50	25.34	24.84	28.49	12	24	3,520	21.25	26.48	31.87
100 to 199	23	74	22.04	24.92	25.39	24.04	26.71	15	49	2,604	18.28	22.31	29.91
200 to 499	31	145	22.67	25.00	26.04	24.10	28.05	17	62	3,668	20.86	24.89	29.37
500 or More	20	254	20.94	23.81	22.86	23.42	26.20	13	175	3,370	20.44	26.17	31.86
Data by Company Revenue													
Under $9.9 Million	8	15	19.96	24.63	24.85	24.11	26.89	5	5	2,229	*	*	*
$10 to $19.9 Million	14	31	21.50	24.89	24.68	23.41	26.69	6	12	4,753	*	*	*
$20 to $39.9 Million	16	47	22.75	26.19	26.67	25.84	29.42	8	26	4,837	21.97	28.25	36.97
$40 to $99.9 Million	33	150	22.81	25.26	25.30	24.76	28.51	22	87	2,118	21.30	25.80	30.60
Over $100 Million	36	302	21.98	23.86	23.50	23.57	25.96	22	185	3,594	20.07	24.88	29.75
Data by Area													
Within 20 Miles of Minneapolis	61	289	23.25	25.95	25.16	25.05	28.11	41	173	3,066	21.15	26.59	32.21
20 to 45 Miles from Minneapolis	27	180	22.00	24.18	23.62	23.08	25.98	9	98	4,103	20.47	24.10	28.72
45 to 70 Miles from Minneapolis	11	35	21.00	22.64	24.02	22.53	23.08	9	29	1,987	17.93	21.42	29.07
More than 70 Miles from Minneapolis	9	46	18.06	21.71	22.45	19.96	25.04	5	20	3,263	19.35	22.98	26.74
All Reporting Companies													
Previous Year (2022)	100	449	20.85	24.13	23.31	23.66	25.97	54	188	2,857	18.99	23.33	28.34
2023	**108**	**550**	**22.00**	**24.82**	**24.36**	**24.16**	**26.83**	**64**	**320**	**3,298**	**20.35**	**25.13**	**30.59**

* 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.

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Customer Service Representative, Lead

Job Code: 52

Under general supervision, has frequent contact with customers to provide or clarify information concerning service, products, pricing, billing, status of accounts, quality, or warranty/remedy questions. Has authority within guidelines to make changes to pricing, authorize returns, or waive fees in order to ensure customer satisfaction. May provide work direction to less experienced customer service personnel.

Requires a Bachelor's degree or equivalent plus 3 or more years of relevant work experience. Requires in-depth knowledge of products or services.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Printing, Publishing & Allied	7	16	46,280	63,210	60,558	65,603	77,344	6	11	1,739	*	*	*
Rubber & Plastic Products	6	10	55,822	62,170	61,737	62,601	66,338	4	7	*	*	*	*
Fabricated Metal Products	12	19	60,080	65,092	63,861	64,501	70,340	6	7	4,877	55,293	65,633	75,972
Industrl Machinery Computer Equip	5	22	*	67,031	66,316	64,210	*	2	18	*	*	*	*
Misc Manufacturing Industries	12	29	52,926	60,797	60,270	61,099	67,226	10	27	4,345	*	*	*
Data by Number of Company Employees													
Less than 50	6	11	50,326	55,712	53,859	54,704	60,237	5	9	2,874	*	*	*
50 to 99	13	16	54,517	61,727	60,623	61,776	67,405	8	11	4,101	53,311	65,987	79,563
100 to 199	13	22	60,469	64,965	60,934	66,000	71,698	9	12	4,090	53,819	64,127	74,437
200 to 499	15	51	59,950	65,938	65,452	65,000	75,751	10	37	6,707	53,702	65,118	76,861
500 or More	11	60	60,318	62,259	64,780	61,584	64,418	7	32	3,019	49,627	63,412	77,189
Data by Company Revenue													
Under $9.9 Million	5	7	*	61,257	57,899	66,560	*	3	4	*	*	*	*
$10 to $19.9 Million	7	13	52,534	59,645	53,850	61,776	69,181	3	5	*	*	*	*
$20 to $39.9 Million	7	9	53,040	60,431	58,326	58,968	71,635	5	7	3,134	*	*	*
$40 to $99.9 Million	15	27	58,698	65,036	63,193	65,000	75,751	10	17	3,310	55,331	66,912	78,493
Over $100 Million	22	102	60,238	65,097	65,595	63,859	68,324	16	66	5,191	51,597	64,218	77,024
Data by Area													
Within 20 Miles of Minneapolis	41	86	56,191	63,548	61,365	63,842	70,818	30	58	4,021	52,981	64,920	77,222
20 to 45 Miles from Minneapolis	8	30	57,289	63,616	66,265	62,568	68,136	1	1	*	*	*	*
45 to 70 Miles from Minneapolis	5	9	*	60,185	58,595	60,000	*	5	9	3,538	*	*	*
All Reporting Companies													
Previous Year (2022)	50	133	56,181	61,631	61,229	60,309	67,965	27	84	5,653	51,402	62,967	74,168
2023	**58**	**160**	**56,337**	**63,020**	**63,299**	**63,137**	**69,234**	**39**	**101**	**4,602**	**52,647**	**64,588**	**76,787**

* 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.

Manager, Customer Service

Job Code: 53

Coordinates customer service activities in the organization to assure the best possible service is provided. Resolves the most difficult customer service problems where major customers are involved or where an account may be in jeopardy. Recommends and implements changes in customer service programs, policies, and procedures to improve customer service or reduce department costs. Works closely with other departments to obtain or provide customer service information.

Requires a Bachelor's degree or equivalent plus considerable relevant work experience in all phases of customer service work.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Food & Kindred Products	6	12	60,496	90,133	85,305	89,728	116,080	5	10	10,883	*	*	*
Rubber & Plastic Products	10	12	70,407	84,529	80,188	82,118	98,202	6	8	8,286	*	*	*
Fabricated Metal Products	18	35	78,746	88,383	87,221	87,814	97,427	10	17	6,351	70,927	88,951	107,037
Industrl Machinery Computer Equip	6	7	80,085	93,912	89,960	94,485	111,540	5	5	9,647	*	*	*
Misc Manufacturing Industries	14	16	71,500	91,969	89,904	86,517	111,396	12	13	11,813	74,044	93,234	112,424
Data by Number of Company Employees													
50 to 99	14	16	69,062	88,537	89,363	85,446	109,008	7	7	13,504	80,651	101,502	122,477
100 to 199	18	21	76,151	84,851	84,278	86,721	97,427	13	15	5,320	67,184	86,774	109,403
200 to 499	31	50	78,967	93,290	89,290	87,984	109,824	23	32	8,923	77,056	96,287	115,517
500 or More	10	22	64,610	82,225	79,696	78,370	96,601	6	14	10,397	81,266	104,074	126,853
Data by Company Revenue													
$10 to $19.9 Million	7	7	72,000	83,068	83,068	79,997	100,006	4	4	*	*	*	*
$20 to $39.9 Million	13	16	69,328	86,655	83,979	86,237	108,462	6	7	9,186	72,754	93,795	116,405
$40 to $99.9 Million	26	40	78,960	92,284	90,044	88,473	103,576	20	25	6,393	78,230	100,882	123,533
Over $100 Million	26	45	76,973	88,289	84,719	86,085	104,186	18	31	10,584	75,360	94,356	113,341
Data by Area													
Within 20 Miles of Minneapolis	40	58	78,122	88,603	86,703	86,517	106,558	27	32	9,019	76,357	97,403	118,488
20 to 45 Miles from Minneapolis	17	25	72,370	88,348	85,583	87,984	98,478	10	16	7,770	70,476	87,799	105,113
45 to 70 Miles from Minneapolis	7	7	74,382	95,224	95,224	93,813	109,117	6	6	7,950	76,938	104,743	129,612
More than 70 Miles from Minneapolis	10	20	70,750	86,848	84,127	82,243	111,336	7	15	10,050	79,139	96,629	114,119
All Reporting Companies													
Previous Year (2022)	72	106	74,423	88,417	87,986	90,580	100,715	39	56	9,851	70,661	88,757	107,424
2023	**74**	**110**	**75,295**	**88,934**	**86,522**	**86,517**	**104,186**	**50**	**69**	**8,860**	**76,019**	**96,570**	**117,196**

* 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.

Order/Data Entry Clerk

Job Code: 321

Enters customer orders into order entry system typically using a standard input form. May receive information from multiple sources including order clerks, customer service representatives, and/or sales staff. Refers incomplete orders or questions back to order taker or supervisor for clarification/resolution.

Requires high school diploma or equivalent plus six months or more of relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	6	8	19.99	22.26	22.52	21.74	25.05	2	3	*	*	*	*
Data by Number of Company Employees													
500 or More	5	22	*	23.62	21.14	24.49	*	3	15	*	*	*	*
Data by Company Revenue													
Over $100 Million	6	12	21.52	23.28	24.06	24.18	25.48	3	4	*	19.20	24.92	30.64
Data by Area													
Within 20 Miles of Minneapolis	11	37	19.94	21.88	21.37	22.75	23.87	8	28	5,361	*	*	*
20 to 45 Miles from Minneapolis	5	9	*	23.48	24.22	23.00	*	3	3	*	*	*	*
All Reporting Companies													
Previous Year (2022)	18	36	19.64	20.82	20.18	21.00	22.41	11	16	2,539	19.30	24.86	30.57
2023	**20**	**51**	**20.20**	**22.57**	**22.10**	**23.05**	**24.90**	**11**	**31**	**5,228**	**18.85**	**24.30**	**29.74**

* 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.

Technical Service Representative

Job Code: 54

Under general supervision provides customers with technical telephone, fax, or e-mail support and/or field support for company products in a manner that ensures good customer relations. May contribute to, write, or coordinate production of technical publications, such as service manuals and technical bulletins. May assist in technical training programs for customers and employees. Assists in evaluating and testing new products, enhancements, or changes. May provide recommendations on spare parts for new products and product changes.

Requires a technical school degree or equivalent plus 3 or more years of relevant work experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	5	23	*	30.10	33.31	29.82	*	1	2	*	*	*	*
Industrl Machinery Computer Equip	7	26	25.05	29.32	29.02	31.50	31.72	6	21	3,287	*	*	*
Misc Manufacturing Industries	8	15	29.34	33.74	34.06	33.34	35.99	6	12	5,447	29.38	37.51	45.69
Data by Number of Company Employees													
50 to 99	9	21	26.92	30.32	31.14	29.99	31.73	2	3	*	*	*	*
100 to 199	7	14	26.28	30.44	30.58	30.88	36.12	5	8	3,963	26.48	32.35	38.22
200 to 499	9	46	28.87	33.64	32.48	32.68	36.25	6	21	4,559	27.99	34.21	40.53
500 or More	7	15	25.05	32.63	28.80	33.68	37.98	4	11	*	27.63	36.48	45.33
Data by Company Revenue													
$20 to $39.9 Million	7	14	29.99	32.52	33.75	30.88	31.73	2	3	*	*	*	*
$40 to $99.9 Million	8	40	23.19	29.47	30.91	30.90	35.26	5	19	2,874	*	*	*
Over $100 Million	14	36	28.86	34.12	31.87	34.31	38.18	10	21	4,875	27.55	35.31	43.09
Data by Area													
Within 20 Miles of Minneapolis	22	50	28.84	32.54	32.07	31.61	36.07	12	22	4,994	27.84	35.13	42.44
20 to 45 Miles from Minneapolis	5	21	*	33.08	34.62	31.73	*	2	2	*	*	*	*
More than 70 Miles from Minneapolis	5	24	*	27.92	27.59	27.31	*	4	19	*	*	*	*
All Reporting Companies													
Previous Year (2022)	35	143	24.56	28.60	27.19	28.85	31.77	19	76	2,688	24.74	30.00	35.51
2023	**34**	**98**	**27.77**	**31.42**	**31.22**	**30.59**	**35.86**	**19**	**45**	**3,713**	**27.45**	**34.33**	**41.24**

* 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.

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Chief Engineer/Lead Project Engineer

Job Code: 77

Plans and directs the technical aspects of the most highly complex research and development programs. Synthesizes and analyzes studies that require application of advanced knowledge in a specific field. Provides project direction and technical counsel to lower level engineers. Researches, studies, and proposes the use of new technologies to be used in the development of new and improved products.

Requires a Bachelor's degree (Master's degree preferred) in engineering or equivalent plus 8 or more years of relevant engineering experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	8	12	102,788	117,135	114,506	118,371	139,477	5	6	11,272	92,871	116,352	139,838
Misc Manufacturing Industries	6	10	107,847	132,486	134,195	131,906	160,085	3	7	*	*	*	*
Data by Number of Company Employees													
50 to 99	5	7	*	131,922	135,548	134,209	*	1	1	*	*	*	*
200 to 499	15	26	103,084	124,195	125,242	130,896	149,150	11	19	23,757	94,467	122,974	151,480
Data by Company Revenue													
$40 to $99.9 Million	11	17	102,690	117,750	121,864	120,000	135,997	7	11	19,483	90,923	118,259	145,598
Over $100 Million	9	17	116,990	135,117	131,443	133,256	156,249	7	12	17,830	103,155	134,681	166,202
Data by Area													
Within 20 Miles of Minneapolis	16	24	102,935	127,516	130,929	129,318	148,515	13	21	16,893	99,759	131,433	163,106
20 to 45 Miles from Minneapolis	5	7	*	149,066	147,793	144,612	*	1	1	*	*	*	*
All Reporting Companies													
Previous Year (2022)	28	35	97,344	117,892	116,351	111,864	133,084	18	20	9,310	104,867	132,785	160,677
2023	**28**	**43**	**103,231**	**128,164**	**129,328**	**131,906**	**148,016**	**19**	**29**	**19,690**	**97,595**	**127,216**	**156,837**

* 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.

CNC Programmer

Job Code: 80

Creates programs to control the operation sequence and cycling of computer numerical controlled machines. May include work with multiple machines such as material removing, fabricating, cutting, or laser etching, etc. Programs correct operational sequence, tooling change, x, y and z movement of carriage or head and cycle speed, etc.. Develops program from specifications and schematics or blueprints.

Requires thorough knowledge of CNC machine capabilities and materials characteristics. Requires one year of trade school and 3 or more years of related work experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	22	82	29.41	33.84	32.49	33.13	36.84	13	32	3,797	25.35	31.00	36.65
Data by Number of Company Employees													
50 to 99	8	13	28.31	34.66	34.20	34.58	41.13	5	6	8,040	*	*	*
100 to 199	13	27	32.05	33.85	34.40	33.50	37.04	11	20	3,081	24.19	30.24	36.97
200 to 499	13	42	28.49	33.64	33.07	32.38	36.96	5	19	5,745	24.76	30.32	35.87
500 or More	8	101	29.49	32.82	35.03	32.63	36.27	2	10	*	*	*	*
Data by Company Revenue													
$10 to $19.9 Million	6	8	29.93	35.34	35.82	35.56	42.41	3	4	*	*	*	*
$20 to $39.9 Million	10	22	32.18	34.13	35.37	33.50	36.85	9	15	4,191	23.78	*	36.57
$40 to $99.9 Million	12	35	28.66	33.40	33.07	34.85	37.07	7	17	3,541	23.46	27.84	33.03
Over $100 Million	13	115	28.97	33.54	34.76	32.50	36.14	4	19	*	27.30	32.90	38.50
Data by Area													
Within 20 Miles of Minneapolis	19	62	32.38	36.83	38.16	36.71	41.61	13	27	7,584	31.25	36.90	42.54
20 to 45 Miles from Minneapolis	8	60	33.45	35.50	35.64	36.09	37.01	4	11	*	*	*	*
45 to 70 Miles from Minneapolis	6	14	26.40	28.72	28.25	28.06	32.27	3	5	*	*	*	*
More than 70 Miles from Minneapolis	11	51	26.37	30.06	30.21	29.71	33.50	5	16	5,099	22.45	27.55	32.65
All Reporting Companies													
Previous Year (2022)	46	179	30.07	32.38	32.68	32.53	35.10	27	61	3,285	25.19	30.63	35.87
2023	**44**	**187**	**29.49**	**33.79**	**34.44**	**33.16**	**36.72**	**25**	**59**	**5,398**	**25.65**	**31.29**	**36.99**

* 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.

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Design Engineer - Electrical

Job Code: 72

Plans, designs, and develops electrical products or components for projects assigned, generally smaller projects. Prepares and/or directs preparation of layouts, drawings, and specifications. Defines tests to be conducted and evaluates test results. Recommends and develops design changes. May have the job title of Product Development Engineer.

Requires a Bachelor's degree in electrical engineering or equivalent plus 2 to 5 years of relevant engineering experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	5	10	*	77,013	84,636	74,693	*	2	2	*	*	*	*
Industrl Machinery Computer Equip	9	21	84,703	93,719	95,683	93,417	103,334	4	11	*	*	*	*
Electronic & Other Electrical	5	24	*	97,855	108,242	96,304	*	5	21	21,698	*	*	*
Misc Manufacturing Industries	6	12	88,544	95,578	98,952	98,471	104,336	3	4	*	78,813	103,941	129,074
Data by Number of Company Employees													
50 to 99	10	18	80,062	91,628	89,130	92,490	104,749	4	5	*	*	*	*
100 to 199	5	6	*	84,504	84,420	86,902	*	3	3	*	*	*	*
200 to 499	9	37	73,070	87,819	99,394	93,383	98,332	5	23	20,125	64,429	79,042	93,654
500 or More	6	22	92,057	101,368	104,692	101,055	111,195	3	8	*	79,621	107,600	135,584
Data by Company Revenue													
$20 to $39.9 Million	8	14	81,438	90,804	86,519	88,691	102,575	4	5	*	*	*	*
$40 to $99.9 Million	8	21	76,822	89,386	92,997	90,951	97,452	4	6	*	*	*	*
Over $100 Million	12	30	78,013	91,746	98,801	93,400	102,822	6	12	20,279	71,268	91,642	112,018
Data by Area													
Within 20 Miles of Minneapolis	16	51	84,726	94,049	100,759	95,652	102,822	10	26	18,959	76,157	97,461	119,171
20 to 45 Miles from Minneapolis	7	18	88,109	99,146	101,280	102,003	109,718	2	7	*	*	*	*
More than 70 Miles from Minneapolis	6	12	70,127	78,682	82,080	76,829	88,906	3	5	*	*	*	*
All Reporting Companies													
Previous Year (2022)	24	67	72,925	84,919	83,082	84,922	95,036	12	25	3,551	68,116	86,278	104,594
2023	**31**	**84**	**80,583**	**91,593**	**97,544**	**93,383**	**102,003**	**16**	**40**	**17,774**	**71,203**	**90,239**	**109,481**

* 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.

Design Engineer - Electrical, Senior

Job Code: 73

Plans and directs engineering in major projects through all phases of innovation and development. Establishes priorities for work delegated to others. Assists in feasibility studies on proposed projects. Directs preparation of layouts, drawings, and specifications. Defines tests to be conducted and evaluates test results. Recommends and develops design changes.

Requires a Bachelor's degree in electrical engineering or equivalent plus 5 to 8 years of relevant design phase engineering experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Number of Company Employees													
200 to 499	7	28	93,314	103,455	100,634	101,387	118,206	5	14	10,305	80,240	103,030	125,821
Data by Company Revenue													
Over $100 Million	7	23	98,103	116,432	111,547	118,206	123,834	4	13	*	82,051	106,735	131,416
Data by Area													
Within 20 Miles of Minneapolis	8	30	98,924	115,980	109,576	115,236	123,972	4	12	*	84,771	108,879	134,066
All Reporting Companies													
Previous Year (2022)	16	33	82,150	105,391	110,344	99,663	114,023	7	14	9,377	79,415	100,453	121,705
2023	**15**	**43**	**98,103**	**112,999**	**107,619**	**112,267**	**123,834**	**7**	**16**	**10,486**	**84,553**	**108,796**	**133,686**

* 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.

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Design Engineer - Injection Molds

Job Code: 95

Plans, designs, and develops injection molds for assigned projects. Prepares design based on customer specifications and facilitates prototype development process. Defines tests to be conducted and evaluates test results. Recommends and develops design changes.

Requires a Bachelor's degree in Engineering, and 5 or more years of relevant engineering experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	6	16	73,989	86,152	87,362	83,223	95,640	3	6	*	*	*	*
Data by Number of Company Employees													
All Reporting Companies													
Previous Year (2022)	6	12	69,018	94,269	89,244	90,813	119,789	0	0	*	*	*	*
2023	**6**	**16**	**73,989**	**86,152**	**87,362**	**83,223**	**95,640**	**0**	**0**	*	*	*	*

* 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.

Design Engineer - Mechanical

Job Code: 75

Plans, designs, and develops mechanical products or components in projects assigned, generally smaller projects. Prepares and/or directs preparation of layouts, drawings, and specifications. Defines tests to be conducted and evaluates test results. Recommends and develops design changes. May have the title of Product Development Engineer.

Requires a Bachelor's degree in mechanical engineering or equivalent plus 2 to 5 years of relevant engineering experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Primary Metal Industries	5	16	*	91,007	86,222	88,997	*	2	6	*	*	*	*
Fabricated Metal Products	20	58	71,514	80,868	82,407	75,959	81,030	7	20	2,996	63,714	81,157	98,731
Industrl Machinery Computer Equip	14	102	71,323	77,678	77,190	78,710	85,034	8	50	3,744	64,604	83,744	102,892
Misc Manufacturing Industries	12	53	81,149	87,731	91,014	89,550	96,159	8	22	6,543	73,380	95,435	117,485
Data by Number of Company Employees													
Less than 50	5	7	*	78,768	77,262	76,336	*	2	3	*	*	*	*
50 to 99	19	48	71,594	86,255	90,744	83,502	92,980	6	13	4,057	*	*	*
100 to 199	11	35	75,436	82,669	83,603	80,886	90,480	7	15	4,010	63,670	82,278	100,890
200 to 499	17	89	73,579	82,928	77,946	77,788	88,769	11	68	4,772	66,469	82,510	98,552
500 or More	10	84	78,333	85,786	85,080	87,751	91,001	4	7	*	70,250	93,621	117,175
Data by Company Revenue													
$10 to $19.9 Million	10	16	68,931	78,394	78,815	79,550	84,501	4	6	*	*	*	*
$20 to $39.9 Million	11	42	69,774	80,697	83,936	81,938	91,600	5	11	2,562	*	*	*
$40 to $99.9 Million	20	79	75,068	82,931	77,533	78,892	94,253	12	61	2,836	68,742	87,487	106,235
Over $100 Million	18	118	76,319	83,813	83,813	85,518	88,881	8	26	8,459	68,903	88,122	107,426
Data by Area													
Within 20 Miles of Minneapolis	30	130	75,859	87,461	88,501	86,159	96,037	19	48	7,188	71,085	91,636	112,181
20 to 45 Miles from Minneapolis	17	41	76,605	82,013	83,130	82,805	88,526	3	3	*	68,887	87,178	105,710
45 to 70 Miles from Minneapolis	6	18	71,139	89,604	97,332	75,878	108,625	3	5	*	*	*	*
More than 70 Miles from Minneapolis	9	74	66,123	72,668	70,826	73,149	78,710	5	50	2,456	*	*	*
All Reporting Companies													
Previous Year (2022)	51	183	69,740	78,569	78,404	77,000	86,143	30	99	3,524	65,583	83,241	100,441
2023	**62**	**263**	**74,819**	**84,027**	**83,295**	**82,072**	**90,760**	**30**	**106**	**4,861**	**68,056**	**87,086**	**106,166**

* 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.

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Design Engineer - Mechanical, Senior

Job Family Revised in 2023

Job Code: 76

Plans and directs engineering in major mechanical projects through all phases of innovation and development. Establishes priorities for work delegated to others. Assists in feasibility studies on proposed projects. Directs preparation of layouts, drawings and specifications. Defines tests to be conducted and evaluates test results. Recommends and develops design changes.

Requires a Bachelor's degree in mechanical engineering or equivalent plus 5 to 8 years of relevant design phase engineering experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	14	35	93,865	102,723	106,078	105,322	111,836	7	12	7,531	84,208	105,405	126,208
Industrl Machinery Computer Equip	10	27	91,933	101,674	97,633	97,215	105,446	7	20	12,271	*	*	*
Misc Manufacturing Industries	7	33	86,008	111,198	118,679	112,986	133,890	5	10	8,043	99,675	124,623	147,065
Data by Number of Company Employees													
50 to 99	10	16	92,383	103,632	99,556	103,408	109,508	4	7	*	*	*	*
100 to 199	8	17	86,778	101,203	106,655	100,762	115,191	6	10	5,920	79,437	99,077	119,234
200 to 499	13	34	98,220	105,695	106,456	105,000	114,769	9	25	10,884	85,399	105,703	126,007
500 or More	7	38	98,415	118,916	116,250	120,931	153,928	3	5	*	92,338	124,375	155,507
Data by Company Revenue													
$10 to $19.9 Million	6	8	91,577	101,272	102,365	102,825	109,094	4	6	*	*	*	*
$20 to $39.9 Million	5	9	*	91,812	91,798	89,232	*	4	5	*	*	*	*
$40 to $99.9 Million	15	35	92,833	101,262	102,243	104,291	109,292	9	23	9,051	88,653	112,445	136,261
Over $100 Million	13	54	99,181	115,598	115,841	112,986	128,193	7	15	15,200	87,012	113,078	138,650
Data by Area													
Within 20 Miles of Minneapolis	19	55	95,000	105,440	114,371	104,625	116,834	14	26	9,339	87,188	111,933	136,916
20 to 45 Miles from Minneapolis	11	23	96,900	114,055	107,073	107,468	150,010	4	5	*	98,953	125,704	149,875
More than 70 Miles from Minneapolis	6	22	94,191	101,646	102,047	102,663	110,616	4	16	*	*	*	*
All Reporting Companies													
Previous Year (2022)	32	88	90,102	100,711	104,803	100,390	111,403	17	43	7,542	81,734	103,535	125,135
2023	**40**	**107**	**93,825**	**105,960**	**108,683**	**104,458**	**116,321**	**24**	**49**	**10,249**	**89,061**	**113,184**	**136,605**

* 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.

Designer - CAD

Job Code: 85

Working from verbal instructions and rough sketches operates a CAD visual display terminal to produce accurate scale layouts of parts, assemblies, or devices and redesigns, designs, or adapts parts and components as required. Capable of producing independently repetitive design assignments and designing standard parts and components. Provides technical direction to and checks work of design drafters assigned to assist on the project. Is capable of making advanced dimensional calculations and is familiar with handbooks. Has considerable contact with shop, test and purchasing departments.

Requires an Associate's / technical degree and 2 or more years of design / drafting experience, or equivalent related work experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	18	70	26.57	30.71	29.90	31.38	35.29	8	26	2,970	23.54	29.01	34.47
Industrl Machinery Computer Equip	6	8	29.38	36.16	38.45	34.39	44.83	4	6	*	*	*	*
Misc Manufacturing Industries	6	21	28.66	32.80	34.04	32.26	36.74	5	17	4,059	*	*	*
Data by Number of Company Employees													
Less than 50	9	17	30.08	32.51	31.51	31.50	35.07	6	10	1,695	*	*	*
50 to 99	9	14	28.31	31.46	31.16	32.25	32.77	6	8	4,588	*	*	*
100 to 199	10	27	25.71	30.35	30.03	30.63	35.52	6	13	1,145	25.03	30.53	36.19
200 to 499	9	49	25.17	32.99	31.95	32.98	41.04	4	18	*	24.61	31.41	38.04
Data by Company Revenue													
Under $9.9 Million	5	12	*	33.34	32.33	32.25	*	3	6	*	*	*	*
$10 to $19.9 Million	10	14	28.72	31.34	30.73	30.80	33.56	6	8	2,888	*	*	*
$40 to $99.9 Million	11	38	28.89	32.42	33.13	31.25	36.63	7	14	1,792	*	*	*
Over $100 Million	11	68	26.76	33.37	31.21	32.98	40.34	7	47	6,149	25.84	33.22	40.49
Data by Area													
Within 20 Miles of Minneapolis	15	46	30.77	34.28	33.63	33.23	39.15	11	35	4,202	26.98	34.10	41.36
20 to 45 Miles from Minneapolis	16	53	29.05	32.51	33.52	31.69	35.36	8	19	6,024	28.52	36.52	44.51
45 to 70 Miles from Minneapolis	5	12	*	27.64	26.07	30.00	*	4	10	*	*	*	*
More than 70 Miles from Minneapolis	5	30	*	29.73	28.00	26.76	*	2	14	*	24.34	30.28	36.02
All Reporting Companies													
Previous Year (2022)	49	164	27.48	30.59	30.48	29.63	33.74	30	90	2,928	26.13	33.73	39.44
2023	**41**	**141**	**29.01**	**32.22**	**31.75**	**31.87**	**36.08**	**25**	**78**	**4,530**	**25.56**	**32.23**	**38.89**

* 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.

Designer - Tools

Job Code: 97

Provides engineering support for new product development, production activities, including interpretation of customer prints, development of documented procedures and design, and documentation of tooling for products. Works directly with engineers / designers to produce tool drawings and models from sketches, existing drawings and electronic images. Other duties as assigned.

Requires a 2-year technical degree or equivalent related experience and basic computer knowledge, including the use of CAD software. Some industrial experience in a manufacturing and/or electrical/electronic setting helpful.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	9	39	25.13	30.58	32.22	31.72	34.29	2	4	*	27.87	31.75	36.84
Data by Number of Company Employees													
200 to 499	5	19	*	34.81	36.14	36.57	*	2	4	*	29.35	33.62	38.36
Data by Company Revenue													
Over $100 Million	6	25	30.09	33.29	32.88	31.75	39.40	1	3	*	*	*	*
Data by Area													
20 to 45 Miles from Minneapolis	6	18	30.09	35.31	35.13	36.97	39.81	1	1	*	*	*	*
All Reporting Companies													
Previous Year (2022)	20	103	28.19	31.53	31.53	31.45	35.84	6	15	6,258	27.91	33.61	38.92
2023	**16**	**49**	**27.55**	**32.85**	**33.00**	**31.90**	**38.81**	**5**	**8**	**2,911**	**28.72**	**33.63**	**38.88**

* 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.

Detail Drafter

Job Code: 84

Prepares detailed drawings for products or equipment for design layouts, including electrical or mechanical components, parts, and assemblies, illustrating views of all sections. Calculates necessary dimensions and determines needed quantities of materials and parts.

Requires a technical college certificate and zero to 1 year of relevant work experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Number of Company Employees													
100 to 199	7	19	24.45	28.51	28.47	27.24	31.80	5	10	2,214	23.11	28.98	37.23
200 to 499	8	34	23.68	30.29	26.64	28.89	35.15	6	11	5,216	22.99	27.79	32.59
Data by Company Revenue													
$20 to $39.9 Million	5	16	*	29.85	29.23	31.18	*	4	9	*	*	*	*
$40 to $99.9 Million	5	19	*	28.92	28.06	27.24	*	4	9	*	*	*	*
Over $100 Million	6	18	25.97	31.44	26.10	30.23	36.29	5	5	4,411	24.48	30.98	37.48
Data by Area													
Within 20 Miles of Minneapolis	11	23	26.81	31.67	31.09	30.70	35.60	10	15	4,756	25.37	31.84	38.64
More than 70 Miles from Minneapolis	5	26	*	26.85	24.12	24.40	*	3	6	*	21.05	25.51	29.97
All Reporting Companies													
Previous Year (2022)	22	69	23.71	27.91	26.07	27.51	30.97	14	40	1,781	22.93	28.78	34.39
2023	**19**	**59**	**24.45**	**29.76**	**27.74**	**29.76**	**33.60**	**15**	**27**	**3,618**	**23.20**	**29.01**	**35.80**

* 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.

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Documentation Coordinator

Job Code: 86

Operates various duplicating machines or printer/plotters to process engineering documents according to standard procedures. Catalogs and files original drawings or electronic files and maintains other related records. Operates document retrieval system. Coordinates the maintenance of various duplicating machines and electronic equipment.

Requires a high school diploma or equivalent and 2 to 5 years of relevant work experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	8	13	25.60	29.65	28.07	28.46	33.09	4	5	*	25.76	30.82	35.63
Misc Manufacturing Industries	6	10	27.99	33.06	31.78	30.56	38.62	5	8	4,866	27.18	34.19	41.63
Data by Number of Company Employees													
50 to 99	5	6	*	29.58	29.35	30.19	*	2	2	*	*	*	*
100 to 199	5	6	*	32.09	31.12	28.79	*	4	5	*	*	*	*
200 to 499	13	21	24.77	29.77	28.84	27.43	34.58	10	14	4,426	24.50	29.81	35.34
Data by Company Revenue													
$20 to $39.9 Million	7	8	23.27	28.16	27.92	28.36	34.00	5	6	2,897	*	*	*
$40 to $99.9 Million	10	16	25.08	30.15	28.62	28.11	37.50	7	9	2,229	22.33	27.23	32.15
Over $100 Million	7	22	21.03	29.65	25.17	28.12	36.41	5	11	2,976	26.01	32.52	39.38
Data by Area													
Within 20 Miles of Minneapolis	18	30	25.50	30.06	27.43	28.58	36.15	14	23	3,741	25.10	31.06	37.19
All Reporting Companies													
Previous Year (2022)	26	45	23.31	26.50	24.43	27.03	29.53	12	12	2,558	22.44	26.92	31.63
2023	**26**	**50**	**24.59**	**29.24**	**26.87**	**28.15**	**34.52**	**18**	**28**	**3,412**	**24.41**	**29.76**	**35.23**

* 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.

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Technical Writer

New Job in 2023

Job Code: 524

Writes and edits technical documentation, including manuals, instructions, reports, proposals and other publications. Collaborates with internal staff and subject matter experts to obtain an in-depth understanding of technologies, products or services, and their documentation requirements. Produces high-quality documentation that meets quality standards and is appropriate for its intended audience.

Requires a Bachelor's degree or equivalent and 2 or more years professional writing experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	5	7	*	55,887	54,870	55,411	*	2	3	*	*	*	*
Industrl Machinery Computer Equip	6	10	49,263	70,254	69,074	66,170	87,833	5	7	4,056	*	*	*
Data by Number of Company Employees													
200 to 499	8	12	50,786	63,228	62,001	57,667	78,866	6	8	5,014	*	*	*
Data by Company Revenue													
$40 to $99.9 Million	6	9	52,592	70,445	74,275	66,170	85,365	5	7	3,267	*	*	*
Over $100 Million	7	11	49,910	65,585	60,325	60,320	82,093	4	5	*	55,967	71,936	87,905
Data by Area													
Within 20 Miles of Minneapolis	8	10	59,476	75,531	79,291	75,800	82,344	6	7	6,504	60,255	77,187	94,116
More than 70 Miles from Minneapolis	7	12	49,244	57,005	55,054	55,411	60,320	4	6	*	*	*	*
All Reporting Companies													
2023	**16**	**23**	**54,615**	**66,275**	**65,681**	**59,258**	**78,866**	**10**	**13**	**5,066**	**57,151**	**73,049**	**88,944**

* 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.

Manager, Engineering

Job Code: 83

Plans, supervises, and coordinates all phases of engineering design and testing for an engineering group. Initiates procedures, methods, and equipment for the development of projects. Assigns projects and approves designs, procedures, and prototypes. Provides consultation to staff as needed.

Requires a Bachelor's degree in engineering or equivalent plus considerable proven experience and ability in the engineering discipline being managed.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) ** Number of:			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	13	17	94,974	116,552	116,119	112,736	132,673	6	7	14,891	*	*	*
Fabricated Metal Products	22	33	98,747	119,401	119,187	115,938	137,175	11	16	13,799	98,709	123,248	147,748
Industrl Machinery Computer Equip	8	16	103,630	136,287	141,416	133,228	171,475	6	14	29,861	107,341	141,494	175,589
Electronic & Other Electrical	6	15	93,033	117,075	127,385	124,369	132,151	3	6	*	*	*	*
Measur, Anal & Control Instruments	5	51	*	151,609	130,166	133,375	*	2	6	*	*	*	*
Misc Manufacturing Industries	14	23	106,978	118,968	127,250	117,750	129,338	12	19	15,826	101,592	132,637	163,686
Data by Number of Company Employees													
Less than 50	8	8	80,933	116,329	116,329	109,999	153,675	5	5	13,649	*	*	*
50 to 99	21	23	101,837	121,424	122,977	121,019	131,105	13	14	13,022	90,623	114,662	139,074
100 to 199	15	18	93,974	119,517	119,620	110,240	140,000	9	10	11,932	96,440	116,467	136,447
200 to 499	22	42	103,730	122,617	124,573	122,190	139,356	18	32	15,804	95,578	122,261	148,942
500 or More	15	95	124,228	134,663	133,822	133,118	143,171	7	32	23,161	107,602	140,173	172,961
Data by Company Revenue													
$10 to $19.9 Million	17	18	101,837	119,138	119,282	115,500	125,867	10	10	12,867	*	*	*
$20 to $39.9 Million	15	16	95,000	125,975	127,904	125,008	140,504	9	10	15,977	90,132	110,176	130,871
$40 to $99.9 Million	19	27	94,723	117,977	119,812	112,484	133,375	15	20	9,127	95,879	120,906	145,896
Over $100 Million	27	122	116,875	131,825	132,410	133,118	142,251	16	51	22,215	101,014	130,335	159,764
Data by Area													
Within 20 Miles of Minneapolis	42	69	98,042	125,738	130,992	125,802	139,869	31	51	17,086	96,931	123,731	150,688
20 to 45 Miles from Minneapolis	24	84	109,329	123,053	127,080	122,655	133,607	13	25	22,013	99,812	127,434	154,804
45 to 70 Miles from Minneapolis	7	13	90,000	117,840	127,348	121,734	136,234	3	3	*	*	*	*
More than 70 Miles from Minneapolis	8	20	96,374	116,457	124,436	102,485	136,322	5	14	13,046	102,114	128,134	154,151
All Reporting Companies													
Previous Year (2022)	93	175	100,003	116,613	120,495	114,078	130,451	56	90	14,548	99,746	126,343	153,012
2023	**81**	**186**	**99,996**	**123,343**	**128,266**	**121,082**	**138,549**	**52**	**93**	**17,384**	**97,772**	**124,299**	**150,962**

* 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.

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Project Manager

Job Code: 446

Responsible for managing the overall project budget, including scope, schedule, and resources to complete a project within expected timeframes. Typical duties include: creating and tracking project plan, milestones, deliverables, and budget; managing project workgroups; coordinating creation of project deliverables, issues resolution and escalation with project sponsor and internal resources.

Requires five to seven years of overall business experience, and 1 to 3 years of project management experience leading cross-functional projects.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	6	14	81,075	103,481	94,837	97,637	129,961	2	2	*	*	*	*
Fabricated Metal Products	15	44	84,700	93,369	98,879	88,523	108,837	9	14	5,818	77,899	96,130	117,217
Industrl Machinery Computer Equip	5	13	*	82,965	79,536	79,612	*	3	11	*	*	*	*
Misc Manufacturing Industries	5	19	*	107,981	109,165	103,854	*	4	12	*	86,835	111,891	136,951
Data by Number of Company Employees													
50 to 99	9	15	88,129	96,409	95,197	95,000	105,455	4	7	*	*	*	*
100 to 199	12	26	79,690	102,963	101,312	93,759	126,872	7	14	3,533	64,444	80,219	96,000
200 to 499	17	68	87,802	102,653	100,755	101,603	115,965	13	36	9,560	82,984	101,607	120,777
500 or More	10	51	78,312	100,935	104,980	100,193	121,445	4	22	*	90,248	115,523	143,922
Data by Company Revenue													
$20 to $39.9 Million	7	15	95,000	113,815	117,363	107,078	128,125	2	2	*	*	*	*
$40 to $99.9 Million	19	69	79,612	92,563	93,323	89,423	100,000	15	40	6,143	71,805	87,555	103,101
Over $100 Million	19	74	86,181	103,138	105,105	101,603	115,577	10	36	14,467	88,245	111,591	137,102
Data by Area													
Within 20 Miles of Minneapolis	26	73	93,606	108,506	106,128	103,170	125,615	18	47	14,037	83,480	106,892	130,141
20 to 45 Miles from Minneapolis	11	55	79,007	91,829	96,752	92,782	101,018	5	12	2,314	70,326	84,477	98,627
More than 70 Miles from Minneapolis	8	29	75,786	94,356	100,629	87,072	105,378	4	18	*	93,496	111,599	135,109
All Reporting Companies													
Previous Year (2022)	49	141	76,333	93,936	92,803	91,941	105,194	22	65	6,150	79,668	98,194	117,883
2023	**49**	**163**	**84,850**	**100,579**	**101,100**	**99,467**	**113,108**	**29**	**81**	**10,291**	**81,356**	**101,445**	**122,587**

* 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.

Automation Engineer

Job Code: 98

Reviews and designs manufacturing processes to ensure maximum efficiency and output. Modifies process by which products/deliverables are manufactured or assembled and assesses type of equipment used to improve production speed, quality, or safety.

Requires a Bachelor's degree in engineering or equivalent plus 5 or more years of engineering experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	7	15	87,550	99,977	91,720	100,000	104,998	4	6	*	*	*	*
Data by Number of Company Employees													
200 to 499	8	13	88,007	96,683	93,927	91,716	103,675	5	8	4,629	*	*	*
Data by Company Revenue													
$20 to $39.9 Million	5	6	*	92,196	91,373	89,378	*	3	4	*	*	*	*
Over $100 Million	7	19	79,752	94,084	89,289	93,000	104,900	5	9	5,003	65,542	83,803	103,534
Data by Area													
Within 20 Miles of Minneapolis	8	13	87,786	93,576	92,138	91,115	101,999	4	7	*	73,557	94,541	117,080
20 to 45 Miles from Minneapolis	6	8	84,695	108,179	100,166	105,718	134,531	5	5	4,778	*	*	*
All Reporting Companies													
Previous Year (2022)	17	28	76,400	94,462	85,207	85,925	115,545	7	8	8,253	77,484	96,433	115,381
2023	**17**	**32**	**87,403**	**98,888**	**92,453**	**93,000**	**108,497**	**11**	**16**	**4,401**	**70,268**	**90,050**	**110,906**

* 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.

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Automation Technician

Job Code: 96

Installs, programs, integrates, troubleshoots, and repairs robotic equipment such as CNC's, PLC's, robot controllers, positioning systems, vision systems, automated fixture devices and parts orientors/feeders. May be responsible for making equipment upgrades and process improvements to support existing robotic processes.

Requires an Associate's degree in electrical engineering, mechanical engineering, engineering technology with a concentration in Robotics, or equivalent experience. Demonstrated experience in conceptualizing, designing, programming, and troubleshooting robotics equipment and control systems.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	5	8	*	68,863	69,849	67,558	*	3	4	*	*	*	*
Data by Number of Company Employees													
200 to 499	8	20	57,720	69,978	68,638	66,666	80,031	5	8	2,444	*	*	*
500 or More	6	19	54,711	66,559	61,448	60,766	83,751	3	7	*	*	*	*
Data by Company Revenue													
$40 to $99.9 Million	7	16	52,250	62,425	64,475	63,163	69,680	4	7	*	*	*	*
Over $100 Million	9	27	58,242	70,356	64,667	62,400	85,217	5	9	2,333	62,164	76,224	90,389
Data by Area													
Within 20 Miles of Minneapolis	8	21	55,571	72,407	65,761	68,619	86,983	4	10	*	*	*	*
45 to 70 Miles from Minneapolis	5	10	*	62,399	65,664	62,400	*	4	4	*	*	*	*
All Reporting Companies													
Previous Year (2022)	19	43	57,975	66,166	62,561	63,128	74,664	10	21	1,742	54,228	66,322	78,417
2023	**20**	**49**	**55,835**	**66,607**	**64,197**	**63,784**	**71,474**	**12**	**21**	**2,239**	**57,961**	**70,671**	**83,451**

* 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.

Industrial/Manufacturing Engineer

Job Code: 81

Under limited supervision with only a general outline of objectives, performs various manufacturing engineering assignments. Plans and develops work program and project cost estimates for approval by supervisor and secures approval for subsequent changes or variances from approved plans. Works on projects involving the location of equipment, determination of work flow, analysis of production and processing steps, planning and scheduling of production, cost reduction, and cost control problems, etc. Participates in conversion to new methods, systems, etc., to assure planned implementation.

Requires a Bachelor's degree in engineering or equivalent plus 2 to 5 years of engineering experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Chemicals & Allied Products	6	11	78,484	86,315	86,989	87,019	92,804	5	10	2,606	*	*	*
Rubber & Plastic Products	9	19	71,584	77,249	77,092	77,126	83,496	5	8	2,479	*	*	*
Primary Metal Industries	6	82	84,948	89,397	87,726	87,273	93,269	2	4	*	*	*	*
Fabricated Metal Products	25	79	71,685	84,095	80,134	79,495	97,282	10	26	6,898	61,095	75,605	90,674
Industrl Machinery Computer Equip	5	10	*	81,654	83,736	84,753	*	3	7	*	*	*	*
Electronic & Other Electrical	7	18	69,872	79,519	78,945	73,771	91,622	4	10	*	*	*	*
Measur, Anal & Control Instruments	5	29	*	81,857	85,993	82,992	*	2	13	*	*	*	*
Misc Manufacturing Industries	13	57	74,215	82,925	93,210	83,333	92,720	9	16	3,718	69,910	91,125	112,336
Data by Number of Company Employees													
Less than 50	5	5	*	83,132	83,132	79,040	*	2	2	*	*	*	*
50 to 99	16	30	72,065	81,718	80,972	80,147	94,903	8	18	3,159	67,516	80,645	94,486
100 to 199	16	37	74,074	83,401	82,429	82,230	94,747	9	15	4,685	67,267	84,677	102,320
200 to 499	24	79	74,930	82,395	84,803	83,811	87,945	15	37	6,856	60,349	75,006	89,793
500 or More	17	173	78,253	85,561	86,580	84,681	91,145	8	41	10,805	70,645	92,206	113,634
Data by Company Revenue													
$10 to $19.9 Million	12	22	68,147	83,386	82,482	79,159	98,213	7	15	3,576	*	*	*
$20 to $39.9 Million	17	54	71,885	80,985	84,979	76,960	92,004	8	16	2,810	67,306	81,094	96,147
$40 to $99.9 Million	19	43	80,460	86,205	86,761	85,010	90,480	11	20	3,039	66,648	83,834	100,363
Over $100 Million	27	200	75,004	83,052	85,334	84,000	89,766	15	59	10,522	65,076	83,722	102,374
Data by Area													
Within 20 Miles of Minneapolis	41	153	75,027	84,043	88,586	83,370	90,834	23	67	7,568	69,246	87,275	105,933
20 to 45 Miles from Minneapolis	19	102	76,960	86,788	85,708	84,681	95,892	8	16	6,537	68,259	88,228	106,998
45 to 70 Miles from Minneapolis	10	35	67,470	77,591	77,648	80,839	85,788	6	15	8,406	58,091	72,966	88,119
More than 70 Miles from Minneapolis	8	34	72,090	77,371	75,267	74,385	84,313	5	15	6,071	62,417	76,953	91,716
All Reporting Companies													
Previous Year (2022)	76	289	65,212	76,504	78,967	76,932	85,308	38	82	3,954	66,941	83,247	100,401
2023	**78**	**324**	**74,212**	**83,200**	**85,100**	**83,163**	**89,944**	**42**	**113**	**7,334**	**65,934**	**83,154**	**100,514**

* 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.

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Industrial/Manufacturing Engineer, Senior

Job Code: 82

Participates in various manufacturing engineering assignments of a broad and complex nature, requiring significant creativity, ingenuity, and judgment. Plans and develops work program and cost estimates with little technical direction and under general supervision only. Participates in or conducts meetings or conferences on planning, scheduling, progress, and difficulties. Supervises or directs conversion to and implementation of completed projects.

Requires a Bachelor's degree in engineering or equivalent plus 5 or more years of engineering experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	19	35	89,847	103,408	104,420	94,284	120,640	9	13	6,153	77,636	95,202	112,804
Misc Manufacturing Industries	12	32	93,274	106,391	117,665	110,542	115,268	8	14	8,501	87,129	113,560	135,471
Data by Number of Company Employees													
50 to 99	10	13	89,893	104,733	102,842	108,129	116,287	6	8	5,613	*	*	*
100 to 199	9	11	80,358	89,312	91,487	90,000	94,877	4	5	*	73,954	91,347	108,742
200 to 499	22	44	92,828	109,994	109,565	113,455	120,925	16	28	7,967	78,312	97,547	116,786
500 or More	10	97	89,463	107,922	118,077	113,404	127,060	5	46	14,226	94,239	126,362	158,548
Data by Company Revenue													
$10 to $19.9 Million	6	8	89,893	108,018	107,470	113,660	121,128	4	5	*	*	*	*
$20 to $39.9 Million	7	9	77,965	89,317	87,576	90,000	94,994	3	4	*	*	*	*
$40 to $99.9 Million	17	31	87,150	104,069	107,826	109,797	114,349	13	21	4,925	74,210	91,281	108,355
Over $100 Million	20	116	93,078	110,136	116,570	114,512	124,952	11	57	14,076	85,859	112,116	138,404
Data by Area													
Within 20 Miles of Minneapolis	30	98	92,025	106,161	117,135	110,174	120,270	21	72	10,959	85,783	108,221	130,903
20 to 45 Miles from Minneapolis	9	44	107,153	114,443	113,140	109,928	126,625	3	5	*	89,705	*	139,112
45 to 70 Miles from Minneapolis	6	10	87,827	99,218	99,716	92,892	115,528	4	5	*	70,914	92,809	113,906
More than 70 Miles from Minneapolis	6	13	75,572	90,013	89,472	91,359	99,601	3	5	*	*	*	*
All Reporting Companies													
Previous Year (2022)	42	124	87,218	102,897	102,714	103,147	112,387	22	47	6,716	80,454	102,193	123,872
2023	**51**	**165**	**90,000**	**104,906**	**112,834**	**108,763**	**117,500**	**31**	**87**	**10,997**	**82,321**	**104,260**	**125,970**

* 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.

Process Engineer

Job Code: 88

Reviews and designs manufacturing processes to ensure maximum efficiency and output. Modifies process by which products/deliverables are manufactured or assembled and assesses type of equipment used to improve production speed, quality, or safety.

Requires a Bachelor's degree in engineering or equivalent plus 5 or more years of engineering experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	6	13	67,338	79,408	81,222	78,372	88,084	3	5	*	*	*	*
Fabricated Metal Products	9	28	66,706	81,420	79,996	75,274	96,610	5	10	6,935	67,668	82,485	97,302
Misc Manufacturing Industries	9	17	78,634	88,878	89,452	84,989	97,447	7	11	8,894	*	*	*
Data by Number of Company Employees													
50 to 99	12	24	72,758	78,974	79,443	79,674	87,550	9	19	4,643	*	*	*
100 to 199	8	8	77,497	88,937	88,937	90,005	99,087	6	6	8,309	*	*	*
200 to 499	12	34	70,694	86,757	82,108	82,100	102,248	8	13	5,553	73,629	90,286	106,943
500 or More	7	43	82,619	100,427	93,223	88,207	120,000	3	9	*	90,850	122,055	153,230
Data by Company Revenue													
Under $9.9 Million	5	11	*	79,451	83,353	79,040	*	2	5	*	*	*	*
$20 to $39.9 Million	11	22	75,005	85,071	84,981	84,989	96,075	8	17	4,777	*	*	*
$40 to $99.9 Million	10	22	67,338	79,573	76,476	75,137	90,498	7	8	3,467	65,762	80,103	94,443
Over $100 Million	11	52	82,000	97,815	91,429	88,207	116,343	5	11	26,545	91,261	120,871	150,456
Data by Area													
Within 20 Miles of Minneapolis	27	56	76,960	87,653	85,678	84,977	95,000	17	31	6,279	73,491	93,483	113,460
45 to 70 Miles from Minneapolis	8	38	68,311	81,327	80,682	78,946	95,805	6	9	3,352	63,679	85,611	101,524
All Reporting Companies													
Previous Year (2022)	38	109	71,631	78,736	79,651	76,820	87,901	23	46	4,291	66,042	85,588	103,318
2023	**42**	**117**	**74,886**	**86,892**	**86,429**	**83,096**	**95,269**	**27**	**51**	**9,772**	**72,771**	**95,512**	**114,919**

* 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.

Project Engineer

Job Code: 91

Coordinates the planning, organization, control, and completion of specific assigned engineering projects. Identifies project requirements and assigns project staff according to requirements. Ensures compliance with engineering principles, company standards, and customer specifications. Controls or monitors project budget and prepares project reports.

Requires a Bachelor's degree in engineering or equivalent plus 5 or more years of engineering experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	6	31	85,635	95,454	93,101	94,666	103,636	2	5	*	*	*	*
Fabricated Metal Products	8	27	72,217	84,770	82,106	82,968	96,247	6	22	4,973	67,769	81,355	96,146
Data by Number of Company Employees													
100 to 199	6	13	81,098	89,189	87,981	91,702	100,386	3	5	*	*	*	*
200 to 499	14	52	76,626	97,653	91,973	93,889	119,623	10	29	8,867	76,989	95,183	113,979
500 or More	5	22	*	89,101	85,187	80,340	*	4	10	*	*	*	*
Data by Company Revenue													
$20 to $39.9 Million	7	19	78,548	90,540	88,514	94,994	104,998	3	3	*	*	*	*
$40 to $99.9 Million	8	14	76,374	98,803	101,390	89,624	123,608	6	8	4,114	75,812	91,378	108,149
Over $100 Million	11	60	78,154	92,233	87,836	87,997	98,848	9	34	9,376	85,136	106,380	127,625
Data by Area													
Within 20 Miles of Minneapolis	15	47	78,154	89,857	89,257	89,184	98,594	10	23	6,772	*	*	*
20 to 45 Miles from Minneapolis	7	29	87,997	101,149	91,261	94,994	106,281	4	6	*	*	*	*
All Reporting Companies													
Previous Year (2022)	31	100	83,101	93,236	91,035	92,144	110,000	19	52	8,996	79,949	99,849	120,284
2023	**29**	**101**	**78,351**	**94,528**	**90,747**	**93,339**	**104,609**	**20**	**52**	**7,783**	**80,291**	**98,840**	**117,926**

* 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.

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Test Engineer

Job Code: 94

Provides production support in analyzing/troubleshooting products to ensure that the product meets design specifications and quality standards. Typical duties include: developing and executing test plans, procedures, and schedules; coordinating integrated testing activities; identifying capital equipment needs for testing products; evaluating the product during the manufacturing process to ensure design issues are resolved; reviewing test requirements to ensure completeness of test program and documenting test procedures; preparing test evaluations and reports.

Requires Bachelor's degree in Engineering, and 5 to 8 years of related testing experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Number of Company Employees													
200 to 499	5	8	*	81,461	83,291	81,938	*	5	7	6,023	64,704	81,952	99,200
500 or More	5	22	*	86,660	89,509	86,403	*	3	14	*	*	*	*
Data by Company Revenue													
Over $100 Million	9	27	77,603	84,296	88,508	84,601	90,825	7	19	10,323	68,112	87,484	106,413
Data by Area													
Within 20 Miles of Minneapolis	10	32	76,807	88,192	89,599	83,360	99,514	8	22	8,989	75,389	93,430	112,753
All Reporting Companies													
Previous Year (2022)	18	29	71,001	76,643	79,340	73,964	87,136	12	16	5,984	63,796	82,412	100,711
2023	**15**	**37**	**77,109**	**85,822**	**88,448**	**84,601**	**95,151**	**9**	**23**	**8,967**	**72,657**	**91,084**	**110,077**

* 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.

Estimator - Production

Job Code: 90

Develops cost estimates for manufacturing jobs/projects using standard costs for labor, materials, and equipment, working from job specifications provided by customer. Able to develop estimates on any job within the company's scope of business operations, including the larger and complex cases. Conveys estimates to customers and responds to questions, including some negotiation of details. Works under limited supervision.

Requires a high school diploma or equivalent plus 5 or more years of experience, in addition to thorough knowledge of company manufacturing operations.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	11	23	31.48	34.79	34.50	37.33	38.76	7	12	6,071	*	*	*
Data by Number of Company Employees													
Less than 50	5	11	*	35.92	35.56	37.60	*	4	7	*	*	*	*
50 to 99	6	7	27.40	34.92	33.57	34.30	42.89	5	5	11,173	*	*	*
100 to 199	7	15	26.75	34.96	32.58	31.48	40.38	4	8	*	*	*	*
200 to 499	11	21	33.91	38.74	37.41	37.33	41.60	7	11	5,184	*	*	*
Data by Company Revenue													
Under $9.9 Million	5	9	*	32.67	33.32	33.52	*	3	4	*	*	*	*
$20 to $39.9 Million	5	7	*	41.69	38.77	41.60	*	2	2	*	*	*	*
$40 to $99.9 Million	8	16	30.82	35.11	34.47	36.05	39.70	7	13	3,597	*	*	*
Over $100 Million	10	33	29.57	37.97	34.85	36.75	46.51	6	8	4,781	29.10	36.75	44.39
Data by Area													
Within 20 Miles of Minneapolis	16	29	30.96	38.24	36.03	35.13	44.29	10	15	5,762	*	*	*
20 to 45 Miles from Minneapolis	9	29	34.02	37.99	35.27	38.76	41.23	5	5	2,764	*	*	*
45 to 70 Miles from Minneapolis	5	10	*	31.80	31.32	33.76	*	4	8	*	*	*	*
All Reporting Companies													
Previous Year (2022)	29	66	28.47	34.26	34.38	34.00	39.23	20	31	3,968	29.98	37.87	45.75
2023	**32**	**72**	**30.81**	**36.67**	**34.75**	**36.75**	**40.27**	**21**	**32**	**4,680**	**28.55**	**35.57**	**42.85**

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Metrologist

New Job in 2022

Job Code: 514

Performs routine testing on quality of tools and gauges used to manufacture product, assuring that products are made according to company standards, customer specifications, and any applicable regulatory standards. Collects samples and performs instrument maintenance and calibration on analytical instrumentation. Maintains complete and accurate records of inspection results. May conduct gauge repeatability and reliability studies.

Requires Associate Degree or equivalent. 2 years related experience including calibration/maintenance/repair of tools and instruments.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Number of Company Employees													
Data by Company Revenue													
All Reporting Companies													
Previous Year (2022)	6	12	23.11	29.42	27.63	31.75	33.46	4	6	*	*	*	*
2023	**7**	**17**	**25.54**	**30.52**	**28.22**	**29.31**	**33.65**	**0**	**0**	*	*	*	*

* 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.

Process Technician

New Job in 2022

Job Code: 515

Responsible for the set-up and tear down of production lines and equipment, ranging from simple to elaborate to complicated processes. Monitors and troubleshoots production process problems, ensures that products and processes meet quality standards. Performs preventative maintenance tasks and documents process changes.

Requires a technical school degree or equivalent and 5 to 7 years of relevant work experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	6	32	25.69	30.37	28.12	29.91	34.82	4	13	*	*	*	*
Data by Number of Company Employees													
100 to 199	5	26	*	26.61	26.58	26.68	*	2	2	*	*	*	*
200 to 499	8	30	24.25	28.32	27.79	28.27	32.56	7	25	4,418	*	*	*
Data by Company Revenue													
$20 to $39.9 Million	5	19	*	27.66	27.17	26.79	*	4	6	*	*	*	*
$40 to $99.9 Million	5	23	*	28.40	27.33	28.32	*	4	13	*	*	*	*
Over $100 Million	8	31	24.25	30.83	29.99	29.05	38.11	4	13	*	24.68	31.73	38.77
Data by Area													
Within 20 Miles of Minneapolis	9	33	23.42	28.88	28.00	26.79	32.90	5	8	6,816	*	*	*
More than 70 Miles from Minneapolis	5	22	*	25.85	26.05	26.50	*	4	18	*	*	*	*
All Reporting Companies													
Previous Year (2022)	19	57	25.24	28.56	30.00	29.35	31.25	9	24	1,893	24.20	29.45	34.27
2023	**20**	**76**	**24.30**	**28.92**	**28.31**	**27.50**	**32.48**	**13**	**34**	**5,446**	**22.85**	**28.41**	**33.97**

* 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.

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Project Coordinator

Job Code: 496

Responsible for assisting with project planning and execution. This includes working with the Project Managers to understand the scope, schedule and resources required and providing administrative support/follow-up to ensure projects are completed within expected timeframes.

Requires Associate Degree in Engineering or Communications and 3-5+ years work experience in a high-level Administrative capacity in a manufacturing environment.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	7	25	48,394	60,376	59,198	62,500	68,108	2	5	*	*	*	*
Data by Number of Company Employees													
50 to 99	7	8	53,997	68,722	65,981	71,760	75,920	3	4	*	*	*	*
100 to 199	5	15	*	66,590	61,877	60,355	*	4	12	*	*	*	*
200 to 499	9	20	62,746	65,332	68,033	63,440	71,805	5	10	2,147	51,539	59,016	66,880
Data by Company Revenue													
$20 to $39.9 Million	5	6	*	64,158	61,265	63,440	*	3	4	*	*	*	*
$40 to $99.9 Million	9	25	61,428	69,159	66,635	63,315	82,904	6	19	1,818	60,979	73,379	84,768
Over $100 Million	7	26	52,000	62,122	59,439	60,563	68,108	3	4	*	46,982	57,447	67,907
Data by Area													
Within 20 Miles of Minneapolis	8	16	57,165	62,567	65,445	62,450	65,289	5	11	3,012	*	*	*
20 to 45 Miles from Minneapolis	8	18	61,015	72,645	65,964	73,382	83,453	3	11	*	68,650	*	97,950
More than 70 Miles from Minneapolis	6	22	46,696	55,594	54,976	54,479	64,513	3	4	*	*	*	*
All Reporting Companies													
Previous Year (2022)	31	60	52,000	61,877	57,529	62,296	72,800	12	14	3,284	52,124	59,853	71,125
2023	**25**	**61**	**57,222**	**66,174**	**63,199**	**63,315**	**75,711**	**13**	**28**	**2,173**	**55,010**	**66,329**	**79,825**

* 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.

Technician - Automation and Instrumentation

Job Code: 505

Installs, programs, integrates, troubleshoots, and repairs control, instrumentation and automation systems for plant production and processing equipment. Works with robotic equipment such as CNC's, PLC's, robot controllers, positioning systems, vision systems, automated fixture devices and parts orientors/feeders. May be responsible for equipment upgrades and process improvements.

Requires an Associate's degree in electrical engineering, mechanical engineering, engineering technology, preferably with a concentration in instrumentation or robotics, or equivalent experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Number of Company Employees													
200 to 499	7	31	25.00	31.60	30.24	29.43	34.53	2	2	*	*	*	*
Data by Company Revenue													
$40 to $99.9 Million	7	41	25.00	33.62	29.59	30.21	42.84	0	0	*	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	7	63	25.00	28.96	28.60	29.43	33.52	3	25	*	*	*	*
20 to 45 Miles from Minneapolis	5	21	*	40.84	34.05	42.84	*	0	0	*	*	*	*
All Reporting Companies													
Previous Year (2022)	15	65	26.35	31.82	30.56	31.88	35.03	4	11	*	24.94	30.67	36.73
2023	**14**	**97**	**25.66**	**33.15**	**29.61**	**31.86**	**39.27**	**0**	**0**	*	**22.92**	**29.01**	**35.11**

* 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.

Technician - Electrical

Job Code: 71

Assembles, integrates, and tests various electrical devices and completes systems according to schematics, written or oral specifications with little or no supervision. Works with sales, engineering, and manufacturing teams to improve manufacturing practices, profitability, and product design for manufacturability.

Requires a technical school degree or equivalent and 5 to 7 years of relevant work experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Number of Company Employees													
200 to 499	5	11	*	30.67	30.94	29.47	*	3	5	*	*	*	*
Data by Company Revenue													
Over $100 Million	8	19	22.26	28.21	24.03	27.56	35.82	5	8	3,040	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	7	15	26.20	32.10	29.36	32.88	37.69	4	4	*	*	*	*
More than 70 Miles from Minneapolis	5	13	*	25.07	22.93	25.70	*	3	8	*	*	*	*
All Reporting Companies													
Previous Year (2022)	12	41	24.79	30.28	31.06	28.58	38.24	9	20	3,471	25.76	31.34	36.90
2023	**15**	**36**	**25.70**	**29.66**	**27.58**	**29.75**	**35.12**	**7**	**12**	**2,860**	**26.43**	**33.51**	**41.05**

* 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.

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Technician - Field Service

Job Code: 78

Provides customers with technical telephone, fax, e-mail support and/or field support for company products. Contributes to, writes and/or coordinates production of technical publications such as service manuals, technical bulletins, etc. Often assists in technical training programs for customer and employees. Participates in the testing of new products, changes, or enhancements. Provides recommendations on product changes and manufacturing process improvements.

Requires a technical degree or equivalent and over 7 years of relevant work experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Industrl Machinery Computer Equip	7	42	29.95	33.35	33.74	34.86	35.45	5	32	13,300	*	*	*
Data by Number of Company Employees													
200 to 499	5	19	*	33.02	33.91	32.94	*	3	13	*	*	*	*
Data by Company Revenue													
$40 to $99.9 Million	5	22	*	32.38	32.36	32.67	*	2	9	*	*	*	*
Over $100 Million	6	35	27.63	32.59	34.81	34.12	36.17	4	30	*	28.13	34.76	41.70
Data by Area													
Within 20 Miles of Minneapolis	8	31	30.37	32.33	32.65	32.74	34.71	4	13	*	*	*	*
20 to 45 Miles from Minneapolis	5	28	*	33.18	34.25	33.78	*	4	22	*	*	*	*
All Reporting Companies													
Previous Year (2022)	10	24	30.48	31.77	32.01	31.72	33.87	8	19	6,329	27.60	33.60	39.60
2023	**16**	**71**	**30.37**	**32.84**	**33.58**	**32.93**	**35.31**	**9**	**44**	**11,383**	**28.11**	**34.30**	**40.75**

* 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.

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Technician - Manufacturing Engineering

Job Code: 501

Responsible for designing and assembling manufacturing tools and fixtures in support of the production process. Assists in the development and update of manufacturing processes, may provide training to other production personnel. Documents operating procedures.

Requires a technical school degree or equivalent and 5 to 7 years of relevant work experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	10	16	28.20	31.44	31.27	30.72	35.89	6	9	2,992	27.29	32.85	38.71
Electronic & Other Electrical	6	56	26.56	28.68	28.64	27.47	30.97	4	17	*	*	*	*
Misc Manufacturing Industries	6	22	27.70	34.41	35.36	37.31	38.38	5	19	2,324	27.23	33.47	40.07
Data by Number of Company Employees													
100 to 199	9	15	26.22	30.53	29.56	29.00	35.43	6	6	2,484	26.93	31.73	37.53
200 to 499	13	32	29.22	33.10	34.03	32.16	37.85	10	24	2,891	26.86	32.73	38.78
500 or More	7	64	28.23	34.40	30.35	36.06	39.42	3	19	*	27.63	36.53	45.88
Data by Company Revenue													
$20 to $39.9 Million	9	13	26.22	29.44	29.14	27.60	34.62	6	7	1,297	27.86	33.19	38.78
$40 to $99.9 Million	10	25	28.74	32.61	33.40	30.72	38.37	8	17	2,046	26.46	31.35	36.96
Over $100 Million	12	76	29.55	34.63	31.00	36.50	38.34	7	28	3,484	27.80	35.69	44.04
Data by Area													
Within 20 Miles of Minneapolis	18	60	27.35	31.87	32.74	30.28	37.09	14	47	1,709	27.84	33.87	40.14
20 to 45 Miles from Minneapolis	8	13	29.50	34.56	32.64	34.97	40.50	5	5	9,487	28.80	35.20	43.28
All Reporting Companies													
Previous Year (2022)	35	230	27.25	30.50	28.55	29.44	33.19	17	29	3,552	28.83	34.92	40.97
2023	**33**	**119**	**27.80**	**32.15**	**31.12**	**30.68**	**37.24**	**23**	**57**	**2,699**	**27.29**	**33.45**	**40.12**

* 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.

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Technician - Mechanical

Job Code: 74

Lays out, assembles, and test various mechanical devices and completes systems according to blueprints, written or oral specifications. Works with sales, engineering, and manufacturing teams to improve manufacturing practices, profitability, and product design for manufacturability.

Requires a technical school degree or equivalent and 5 to 7 years of relevant work experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	7	26	26.90	29.13	28.92	28.93	30.69	3	9	*	23.30	28.64	34.05
Data by Number of Company Employees													
200 to 499	5	12	*	29.27	28.90	28.93	*	2	7	*	*	*	*
500 or More	6	63	29.23	29.83	29.95	29.88	30.47	2	6	*	*	*	*
Data by Company Revenue													
$40 to $99.9 Million	5	15	*	29.50	28.86	30.00	*	3	8	*	*	*	*
Over $100 Million	10	71	28.89	30.11	30.08	29.88	31.09	4	10	*	24.08	30.24	36.46
Data by Area													
Within 20 Miles of Minneapolis	7	19	26.55	28.20	27.69	28.77	30.00	6	17	1,891	*	*	*
20 to 45 Miles from Minneapolis	6	31	24.41	28.41	29.97	29.57	30.86	1	2	*	*	*	*
All Reporting Companies													
Previous Year (2022)	18	106	24.98	29.69	29.34	28.59	31.36	9	21	3,583	26.69	32.83	38.98
2023	**19**	**94**	**26.90**	**29.74**	**29.68**	**29.48**	**30.69**	**10**	**24**	**2,547**	**23.87**	**29.68**	**35.53**

* 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.

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Chief Financial Officer

Job Code: 113

Highest level executive responsible for establishing overall financial strategies, policies and procedures, including both treasury and accounting functions. Typically maintains relationships with banks and/or other credit sources. May have responsibility for at least one other major staff function such as legal, human resources, public relations, or administrative services. Typically called Chief Financial Officer or VP Finance.

Requires a Bachelor's degree or equivalent plus 8 or more years of management and finance experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Food & Kindred Products	5	5	*	236,198	236,198	207,000	*	4	4	*	*	*	*
Printing, Publishing & Allied	6	6	150,217	201,838	201,838	184,081	264,000	6	6	83,404	*	*	*
Chemicals & Allied Products	5	5	*	312,400	312,400	255,000	*	5	5	119,038	*	*	*
Rubber & Plastic Products	9	9	164,366	203,952	203,952	184,995	256,745	4	4	*	*	*	*
Primary Metal Industries	6	6	167,619	274,104	274,104	249,652	422,250	4	4	*	*	*	*
Fabricated Metal Products	24	25	160,945	196,610	199,105	185,520	226,500	15	16	59,119	141,061	180,391	218,514
Industrl Machinery Computer Equip	7	7	167,003	187,268	187,268	175,000	212,597	5	5	48,470	*	*	*
Electronic & Other Electrical	6	6	104,161	186,240	186,240	148,498	291,250	4	4	*	*	*	*
Misc Manufacturing Industries	13	14	176,330	208,155	206,144	199,992	246,376	12	12	92,493	*	*	*
Data by Number of Company Employees													
Less than 50	8	8	129,954	160,578	160,578	165,874	188,946	6	6	65,517	*	*	*
50 to 99	19	20	136,000	162,441	163,319	174,899	188,698	12	12	42,965	133,609	167,096	200,515
100 to 199	22	22	163,599	190,290	190,290	192,996	222,338	18	18	49,980	135,784	168,202	202,266
200 to 499	30	31	183,746	228,785	229,759	222,258	276,549	21	22	98,080	164,077	221,382	277,590
500 or More	10	10	251,499	322,883	322,883	267,518	422,250	8	8	186,548	*	*	*
Data by Company Revenue													
Under $9.9 Million	6	6	114,960	141,994	141,994	131,925	179,518	3	3	*	*	*	*
$10 to $19.9 Million	12	12	136,060	158,127	158,127	165,718	180,123	9	9	20,879	*	*	*
$20 to $39.9 Million	9	10	118,071	156,483	158,835	160,000	189,996	6	6	16,050	*	*	*
$40 to $99.9 Million	33	33	176,330	207,420	207,420	200,000	228,750	24	24	66,693	146,353	195,298	245,311
Over $100 Million	27	28	185,040	259,855	259,824	255,000	295,249	21	22	127,586	198,834	254,401	308,890
Data by Area													
Within 20 Miles of Minneapolis	51	51	169,998	216,571	216,571	200,000	252,000	43	43	89,045	196,534	256,301	316,049
20 to 45 Miles from Minneapolis	22	23	164,731	216,112	214,542	200,188	264,974	12	12	83,419	153,600	194,145	236,689
45 to 70 Miles from Minneapolis	9	10	119,249	166,497	175,746	137,580	222,495	7	8	48,175	130,763	174,509	218,338
More than 70 Miles from Minneapolis	7	7	173,263	193,102	193,102	180,000	212,597	3	3	*	161,121	204,721	245,202
All Reporting Companies													
Previous Year (2022)	97	99	146,000	195,081	195,139	180,378	225,420	58	59	60,445	169,988	213,798	257,295
2023	**89**	**91**	**165,901**	**209,548**	**209,766**	**193,375**	**250,998**	**65**	**66**	**82,704**	**167,985**	**217,715**	**267,351**

* 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.

General Manager

Job Code: 112

Plans, directs, and controls the activities of an organization or operating unit to accomplish budgeted financial objectives and the strategic goals established at the corporate level. Directs all the activities of the operating unit, including a variety of key functions such as production, engineering, sales and marketing, human resources, purchasing, and accounting.

Requires a Bachelor's degree or equivalent plus considerable general management experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	5	5	*	150,198	150,198	160,000	*	4	4	*	*	*	*
Fabricated Metal Products	15	21	129,085	146,162	142,450	137,665	175,011	11	17	23,555	108,866	134,575	160,293
Misc Manufacturing Industries	6	7	107,635	136,003	134,444	137,540	164,615	5	6	63,589	*	*	*
Data by Number of Company Employees													
Less than 50	7	7	100,506	109,581	109,581	109,990	120,000	7	7	15,589	*	*	*
50 to 99	10	12	118,906	157,120	152,829	138,835	202,493	8	10	61,786	*	*	*
100 to 199	11	11	149,989	167,171	167,171	160,000	190,000	7	7	18,197	*	*	*
200 to 499	10	15	129,302	160,295	150,953	150,534	192,506	7	12	27,247	*	*	*
500 or More	5	13	*	200,944	177,561	189,500	*	4	11	*	*	*	*
Data by Company Revenue													
Under $9.9 Million	7	7	86,694	106,231	106,231	102,960	120,000	6	6	19,304	*	*	*
$10 to $19.9 Million	8	9	102,877	149,005	147,745	135,330	195,198	7	8	17,691	*	*	*
$20 to $39.9 Million	10	11	129,210	165,436	161,768	155,605	192,498	7	8	55,648	*	*	*
$40 to $99.9 Million	8	11	131,316	161,241	152,471	150,002	196,800	6	9	34,413	*	*	*
Over $100 Million	11	21	147,015	181,052	169,964	171,683	200,000	7	16	46,066	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	29	39	117,551	158,834	153,622	149,989	187,502	22	31	34,838	114,157	146,544	178,923
20 to 45 Miles from Minneapolis	9	12	110,045	150,134	159,975	140,400	190,004	6	9	54,387	*	*	*
All Reporting Companies													
Previous Year (2022)	41	53	107,380	143,818	147,740	138,000	166,010	22	27	25,638	124,720	159,573	193,079
2023	**44**	**59**	**121,273**	**156,171**	**154,224**	**148,502**	**189,875**	**33**	**47**	**37,219**	**114,200**	**146,132**	**178,057**

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President/Chief Executive Officer

Job Code: 111

Top executive in the organization/operating unit, responsible for establishing short and long-term goals and strategies to ensure the highest return on investment. Responsible to the Board of Directors and shareholders (owners) for growth and organizational performance. Provides overall direction to line and staff functions through senior level management.

Requires a Bachelor's degree or equivalent plus extensive broad general management experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Food & Kindred Products	5	5	*	411,758	411,758	420,000	*	4	4	*	*	*	*
Printing, Publishing & Allied	6	6	231,956	317,141	317,141	337,500	412,506	5	5	159,621	*	*	*
Chemicals & Allied Products	7	7	260,000	459,372	459,372	375,000	720,000	6	6	337,995	*	*	*
Rubber & Plastic Products	16	17	133,749	233,901	240,436	216,870	321,656	6	6	84,548	*	*	*
Primary Metal Industries	5	5	*	348,273	348,273	253,200	*	4	4	*	*	*	*
Fabricated Metal Products	38	40	143,858	232,541	232,602	228,747	299,998	21	22	112,027	221,648	282,315	345,257
Industrl Machinery Computer Equip	10	10	221,250	360,508	360,508	277,493	425,935	7	7	118,713	*	*	*
Electronic & Other Electrical	7	9	127,494	250,001	228,468	178,714	425,000	5	7	226,220	*	*	*
Misc Manufacturing Industries	21	22	205,000	273,360	270,480	255,000	322,000	15	15	171,005	*	*	*
Data by Number of Company Employees													
Less than 50	23	24	116,750	173,011	174,136	140,504	231,754	12	13	58,746	*	*	*
50 to 99	32	35	130,621	197,329	195,164	194,147	267,744	18	20	99,170	*	*	*
100 to 199	26	26	218,743	317,669	317,669	273,998	331,266	19	19	131,355	246,324	302,203	358,082
200 to 499	33	35	251,600	343,270	341,155	324,875	423,650	22	22	230,879	245,108	328,713	411,460
500 or More	9	9	387,502	517,914	517,914	450,000	618,877	6	6	496,041	*	*	*
Data by Company Revenue													
Under $9.9 Million	16	16	100,589	143,940	143,940	132,600	168,675	5	5	62,966	*	*	*
$10 to $19.9 Million	22	23	138,502	205,120	204,897	211,880	266,244	13	14	56,092	*	*	*
$20 to $39.9 Million	25	26	150,000	210,941	207,732	200,000	275,756	14	15	36,612	201,708	243,698	285,688
$40 to $99.9 Million	34	37	224,998	314,565	306,795	275,995	326,915	26	27	169,103	192,829	263,462	334,094
Over $100 Million	25	26	347,500	439,516	435,881	401,250	499,000	17	17	334,035	328,912	421,841	513,567
Data by Area													
Within 20 Miles of Minneapolis	76	78	168,525	283,088	280,685	255,000	345,759	49	51	190,650	258,817	338,339	414,728
20 to 45 Miles from Minneapolis	29	31	137,500	278,230	280,038	267,500	342,500	13	13	147,935	243,477	309,026	374,576
45 to 70 Miles from Minneapolis	12	13	183,648	272,901	261,716	250,879	292,739	10	11	97,108	186,488	233,314	280,140
More than 70 Miles from Minneapolis	7	8	199,992	265,591	258,642	210,000	354,900	5	5	116,790	*	*	*
All Reporting Companies													
Previous Year (2022)	138	147	150,007	251,677	250,060	224,997	299,999	67	71	150,534	239,319	307,406	377,336
2023	**124**	**130**	**175,011**	**279,978**	**277,277**	**256,546**	**338,259**	**77**	**80**	**166,230**	**236,973**	**305,861**	**374,372**

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Top Engineering Executive

Job Code: 87

Oversees the engineering function for all product lines of the organization. Ensures that product concepts are designed to meet all company or customer specifications and that the manufacturing process is as efficient as possible. Includes both product/design and process/manufacturing engineering. Approves product designs and resultant prototypes. Provides consultation on engineering matters as requested.

Requires Bachelor's degree (Master's preferred) in engineering or equivalent plus considerable proven experience and ability in engineering design, administration, and supervision. Representative job titles include Vice President of Engineering or Director of Engineering.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	6	7	137,345	169,565	165,574	172,505	199,691	2	2	*	*	*	*
Fabricated Metal Products	10	10	166,148	186,324	186,324	195,535	201,613	7	7	28,254	144,442	185,325	224,132
Industrl Machinery Computer Equip	8	8	139,371	179,373	179,373	162,951	234,685	7	7	68,704	*	*	*
Misc Manufacturing Industries	8	9	146,801	179,481	183,913	172,495	210,931	6	7	57,211	*	*	*
Data by Number of Company Employees													
50 to 99	11	11	131,248	145,923	145,923	140,733	169,665	6	6	20,448	*	*	*
100 to 199	10	10	150,631	176,082	176,082	172,945	198,432	9	9	31,929	138,136	176,327	214,522
200 to 499	19	21	155,002	179,899	179,956	180,325	198,564	12	13	53,214	156,059	201,142	243,729
500 or More	5	8	*	207,028	198,533	196,256	*	4	7	*	*	*	*
Data by Company Revenue													
$10 to $19.9 Million	5	5	*	145,797	145,797	140,000	*	2	2	*	*	*	*
$20 to $39.9 Million	8	8	132,683	159,250	159,250	160,004	186,254	6	6	24,423	*	*	*
$40 to $99.9 Million	15	15	155,002	174,961	174,961	170,900	192,483	11	11	30,080	130,226	169,233	208,244
Over $100 Million	14	19	177,321	197,943	193,964	197,410	224,558	11	15	68,802	161,447	210,028	256,530
Data by Area													
Within 20 Miles of Minneapolis	23	24	152,508	173,897	175,792	174,990	195,770	18	19	47,930	139,075	178,026	216,980
20 to 45 Miles from Minneapolis	13	17	143,314	174,696	174,459	170,000	195,524	6	9	58,330	142,367	182,544	222,721
45 to 70 Miles from Minneapolis	6	6	123,998	148,150	148,150	143,305	168,825	4	4	*	123,328	160,840	198,351
All Reporting Companies													
Previous Year (2022)	42	51	139,432	164,163	166,079	161,439	186,795	26	28	44,961	141,272	178,665	215,291
2023	**46**	**51**	**144,157**	**172,917**	**173,888**	**170,450**	**195,417**	**31**	**35**	**46,501**	**140,146**	**181,073**	**221,222**

* 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.

Top Human Resources Executive

Job Code: 433

Designs and develops human resources policies for the organization, consistent with corporate policies. Implements human resources programs related to employment, compensation, benefits, training, employee relations, etc. through Human Resources Manager or line managers. It is the highest level Human Resources position in the organization.

Requires a Bachelor's degree or equivalent and 10 or more years of experience in most phases of human resources administration. Representative job titles include Vice President of Human Resources, Director of Human Resources.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Food & Kindred Products	5	5	*	169,964	169,964	170,000	*	3	3	*	*	*	*
Printing, Publishing & Allied	7	7	123,600	159,248	159,248	155,000	186,432	7	7	32,286	*	*	*
Rubber & Plastic Products	6	6	105,612	171,302	171,302	142,432	245,745	4	4	*	*	*	*
Primary Metal Industries	5	5	*	188,937	188,937	165,173	*	3	3	*	*	*	*
Fabricated Metal Products	17	17	125,000	153,757	153,757	137,580	179,020	10	10	20,717	109,277	136,584	163,584
Misc Manufacturing Industries	9	9	120,002	150,975	150,975	140,000	197,075	5	5	56,427	*	*	*
Data by Number of Company Employees													
50 to 99	9	9	103,262	123,513	123,513	123,600	137,658	6	6	26,533	102,548	130,029	157,448
100 to 199	20	20	103,834	127,841	127,841	125,000	152,141	15	15	19,322	112,802	139,354	167,000
200 to 499	26	26	134,969	170,620	170,620	160,000	207,346	20	20	44,610	131,898	166,532	200,829
500 or More	12	12	163,814	223,368	223,368	185,716	294,222	9	9	87,058	209,559	268,668	327,776
Data by Company Revenue													
$10 to $19.9 Million	6	6	105,893	119,838	119,838	116,318	134,401	3	3	*	*	*	*
$20 to $39.9 Million	8	8	94,238	111,249	111,249	111,854	133,744	6	6	12,442	108,894	133,240	157,522
$40 to $99.9 Million	24	24	116,252	138,554	138,554	136,390	158,518	19	19	27,170	107,881	136,272	165,650
Over $100 Million	27	27	149,989	202,247	202,247	186,432	234,780	20	20	65,110	171,550	216,885	261,917
Data by Area													
Within 20 Miles of Minneapolis	38	38	122,701	164,701	164,701	149,984	191,106	31	31	47,879	142,356	180,844	219,302
20 to 45 Miles from Minneapolis	17	17	115,596	160,152	160,152	140,000	196,343	11	11	42,056	124,686	153,545	184,066
45 to 70 Miles from Minneapolis	6	6	102,647	156,838	156,838	136,227	201,246	5	5	30,109	*	*	*
More than 70 Miles from Minneapolis	6	6	122,507	143,789	143,789	138,955	167,413	3	3	*	125,175	154,038	182,141
All Reporting Companies													
Previous Year (2022)	59	60	110,427	154,765	154,102	138,755	190,882	35	35	45,591	146,127	183,672	221,534
2023	**67**	**67**	**120,000**	**160,970**	**160,970**	**144,171**	**185,000**	**50**	**50**	**42,495**	**132,720**	**167,222**	**201,975**

* 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.

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Top Information Systems Executive

Job Code: 155

With direction from management develops and implements the objectives and priorities of the information systems department, which include data entry, computer operations, programming, and/or telecommunications. Initiates and supervises feasibility studies on new or improved data processing applications. Evaluates the capabilities and limitations of hardware and software for present use and recommends necessary changes. Position typically has one or more managers reporting to it.

Requires broad technical knowledge of all phases of information systems plus proven ability in administration and supervision. Representative job titles include Chief Information Technology Officer, Vice President of Information Systems or Director of Information Systems.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Printing, Publishing & Allied	5	5	*	153,582	153,582	165,000	*	5	5	11,630	*	*	*
Fabricated Metal Products	8	8	137,449	173,075	173,075	157,503	211,304	4	4	*	127,472	161,604	195,735
Data by Number of Company Employees													
100 to 199	8	8	114,484	154,169	154,169	159,743	172,493	8	8	23,628	*	*	*
200 to 499	16	16	135,652	166,075	166,075	150,309	196,407	12	12	39,832	115,641	151,346	187,053
500 or More	5	5	*	209,001	209,001	193,000	*	3	3	*	*	*	*
Data by Company Revenue													
$40 to $99.9 Million	9	9	135,054	158,322	158,322	143,811	181,600	7	7	29,281	*	*	*
Over $100 Million	16	16	151,646	184,688	184,688	172,505	221,145	12	12	36,803	149,552	190,028	230,504
Data by Area													
Within 20 Miles of Minneapolis	22	22	127,687	157,239	157,239	156,770	180,017	19	19	33,572	109,966	143,094	176,198
20 to 45 Miles from Minneapolis	5	5	*	193,073	193,073	225,006	*	4	4	*	*	*	*
All Reporting Companies													
Previous Year (2022)	24	25	131,487	169,555	171,273	153,319	198,588	15	16	52,476	118,126	151,894	186,567
2023	**33**	**33**	**135,054**	**166,792**	**166,792**	**156,957**	**197,437**	**27**	**27**	**33,592**	**128,955**	**164,772**	**200,580**

* 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.

Top Operations Executive

Job Code: 213

Responsible for the efficiency of all manufacturing operations and final quality of products, to include all processes, planning, and policies. May include multiple production facilities. Works within broad guidelines and direction established by the CEO.

Requires significant manufacturing and operations experience. Representative job titles include Chief Operations Officer, Vice President of Operations or Director of Operations.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Printing, Publishing & Allied	6	6	179,448	208,805	208,805	207,116	246,900	6	6	43,915	*	*	*
Rubber & Plastic Products	10	10	108,872	176,849	176,849	187,298	207,502	5	5	66,997	*	*	*
Primary Metal Industries	6	6	159,800	183,361	183,361	185,315	209,784	5	5	44,274	*	*	*
Fabricated Metal Products	28	31	125,632	171,808	172,053	169,249	213,358	15	17	51,246	139,444	173,077	205,321
Industrl Machinery Computer Equip	9	10	135,002	174,122	177,430	176,500	203,602	7	8	49,254	*	*	*
Misc Manufacturing Industries	17	17	164,504	190,864	190,864	189,000	212,470	12	12	39,083	*	*	*
Data by Number of Company Employees													
Less than 50	11	11	107,494	129,984	129,984	111,301	155,002	8	8	11,221	*	*	*
50 to 99	24	24	142,607	165,496	165,496	167,499	190,117	15	15	31,553	128,993	164,928	200,863
100 to 199	25	25	137,436	187,501	187,501	174,990	230,758	18	18	45,754	118,100	148,131	178,138
200 to 499	26	29	181,685	209,781	206,115	206,552	226,650	17	19	106,842	160,711	216,877	271,260
500 or More	8	9	201,795	241,071	237,308	238,195	286,920	6	7	81,803	194,521	252,880	311,280
Data by Company Revenue													
Under $9.9 Million	7	7	108,971	123,787	123,787	111,301	138,694	3	3	*	*	*	*
$10 to $19.9 Million	15	15	125,000	150,557	150,557	143,000	176,500	12	12	21,543	*	*	*
$20 to $39.9 Million	19	19	140,005	179,767	179,767	174,749	215,134	14	14	43,281	*	*	*
$40 to $99.9 Million	29	31	162,264	192,437	191,458	190,000	217,239	18	19	53,465	126,806	171,388	215,949
Over $100 Million	24	26	173,639	210,564	208,817	205,022	248,928	16	18	63,375	176,223	228,847	280,355
Data by Area													
Within 20 Miles of Minneapolis	57	59	139,347	185,885	185,660	174,990	214,359	42	43	69,708	162,219	210,986	259,758
20 to 45 Miles from Minneapolis	25	27	149,859	184,988	185,053	193,794	219,250	15	17	42,382	122,145	159,764	197,384
45 to 70 Miles from Minneapolis	5	5	*	163,016	163,016	169,998	*	4	4	*	*	*	*
More than 70 Miles from Minneapolis	8	8	163,687	195,555	195,555	197,552	228,565	3	3	*	165,266	212,613	256,840
All Reporting Companies													
Previous Year (2022)	97	119	128,480	173,880	173,398	165,000	200,000	59	64	48,867	157,404	199,981	241,776
2023	**95**	**99**	**142,476**	**185,259**	**185,150**	**182,690**	**214,479**	**64**	**67**	**59,541**	**150,459**	**195,690**	**240,380**

* 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.

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Top Sales and Marketing Executive

Job Code: 428

Works under the broad direction and guidelines established by the CEO and is responsible for overseeing the activities of the marketing and sales personnel. Develops short and long term marketing and sales objectives. Designs and implements marketing and sales programs. May oversee the organization's field support functions.

Requires extensive sales and marketing experience. Representative job titles include Vice President of Sales and Marketing or Director of Sales and Marketing.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	7	7	146,411	187,538	187,538	185,000	228,010	6	6	67,350	*	*	*
Fabricated Metal Products	15	16	145,871	193,454	190,480	181,979	230,000	7	7	115,473	156,775	195,166	233,522
Industrl Machinery Computer Equip	5	5	*	164,387	164,387	176,000	*	5	5	50,379	*	*	*
Misc Manufacturing Industries	11	11	164,994	197,865	197,865	199,992	222,139	9	9	86,271	*	*	*
Data by Number of Company Employees													
50 to 99	12	12	115,627	148,992	148,992	148,206	171,508	7	7	30,497	*	*	*
100 to 199	14	14	128,752	174,043	174,043	169,121	217,463	13	13	54,957	*	*	*
200 to 499	20	21	165,168	210,846	207,752	194,820	229,502	15	15	106,584	162,683	213,604	264,491
500 or More	6	6	188,467	240,379	240,379	247,006	290,082	4	4	*	*	*	*
Data by Company Revenue													
$10 to $19.9 Million	5	5	*	146,597	146,597	150,000	*	3	3	*	*	*	*
$20 to $39.9 Million	12	12	125,252	149,681	149,681	146,206	183,362	8	8	41,160	*	*	*
$40 to $99.9 Million	20	20	161,132	189,977	189,977	188,908	217,644	16	16	73,771	154,904	202,275	249,647
Over $100 Million	16	17	153,303	229,287	224,380	221,965	292,076	13	13	98,454	182,758	236,160	289,532
Data by Area													
Within 20 Miles of Minneapolis	38	38	139,750	180,305	180,305	177,185	218,647	30	30	80,658	157,597	200,889	244,156
20 to 45 Miles from Minneapolis	11	11	159,994	199,573	199,573	181,979	257,504	7	7	52,412	*	*	*
All Reporting Companies													
Previous Year (2022)	63	65	140,005	175,225	175,332	169,541	201,781	39	40	43,618	166,929	209,512	252,177
2023	**56**	**57**	**146,808**	**187,329**	**186,601**	**180,367**	**221,096**	**42**	**42**	**73,030**	**162,983**	**210,209**	**257,406**

* 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.

Top Sales Executive

Job Code: 315

Works under the broad direction and guidelines established by the CEO and is responsible for the execution of the sales plan through sales personnel. Develops short and long term sales objectives. Designs and implements sales programs. May oversee the organization's field support functions.

Requires extensive sales experience. Representative job titles include Vice President of Sales or Director of Sales.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	11	13	134,992	158,361	155,885	142,147	200,267	8	9	61,579	*	*	*
Industrl Machinery Computer Equip	6	6	138,778	157,221	157,221	169,948	177,131	6	6	44,565	*	*	*
Data by Number of Company Employees													
Less than 50	5	5	*	135,340	135,340	136,006	*	4	4	*	*	*	*
100 to 199	10	10	112,250	168,596	168,596	152,445	209,919	8	8	72,315	*	*	*
200 to 499	14	17	168,631	205,224	199,811	200,129	243,964	11	13	90,693	166,158	213,999	259,344
500 or More	5	6	*	198,381	187,567	175,409	*	3	4	*	*	*	*
Data by Company Revenue													
$10 to $19.9 Million	5	6	*	132,638	133,502	137,824	*	4	4	*	*	*	*
$40 to $99.9 Million	13	15	153,338	170,067	167,260	172,700	191,609	11	13	64,227	145,357	188,075	230,793
Over $100 Million	12	14	163,848	226,694	219,961	235,230	290,000	8	9	121,172	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	19	21	125,008	165,254	167,259	159,994	183,225	15	17	72,903	*	*	*
20 to 45 Miles from Minneapolis	11	12	164,528	215,269	211,041	199,992	290,000	8	9	87,924	*	*	*
All Reporting Companies													
Previous Year (2022)	43	55	134,992	190,542	183,639	176,700	227,614	25	31	79,562	142,293	178,516	212,943
2023	**37**	**42**	**135,499**	**180,022**	**177,518**	**169,998**	**207,709**	**28**	**31**	**75,850**	**154,890**	**196,589**	**236,901**

* 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.

VP Administration (without Finance)

Job Code: 114

Highest level executive responsible for establishing overall policies and procedures in a number of major staff areas such as legal, human resources, public relations, administrative services, etc. Excludes responsibility for the treasury/accounting/finance function.

Requires a Bachelor's degree or equivalent and 8 or more years of administrative management experience.

Data by Industry	Number of: Firms	Number of: EEs	Base Salary ($ per year): 25th Percentile	Base Salary ($ per year): Average	Base Salary ($ per year): Weighted Average	Base Salary ($ per year): Median	Base Salary ($ per year): 75th Percentile	Bonus Paid ($ per year): Number of: Firms	Bonus Paid ($ per year): Number of: EEs	Bonus Paid ($ per year): Wtd. Avg. Paid	Pay Range ($ per year): Average Minimum	Pay Range ($ per year): Average Midpoint	Pay Range ($ per year): Average Maximum
Data by Number of Company Employees													
Data by Area													
Within 20 Miles of Minneapolis	5	5	*	160,497	160,497	150,000	*	2	2	*	*	*	*
All Reporting Companies													
Previous Year (2022)	10	12	94,880	158,371	180,559	155,241	199,438	0	0	*	*	*	*
2023	**8**	**8**	**114,022**	**156,646**	**156,646**	**152,501**	**175,170**	**4**	**4**	*	*	*	*

* 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.

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Benefits Administrator

New Job in 2022

Job Code: 516

Coordinates the administration of employee benefit programs such as medical coverage, dental insurance, group life insurance, retirement plans and other benefits. Advises employees on eligibility and plan provisions. Maintains benefit records and documentation.

Requires a Bachelor's degree or equivalent and 3 years experience in benefits administration.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Number of Company Employees													
500 or More	6	7	66,167	71,582	71,198	69,885	77,563	2	2	*	*	*	*
Data by Company Revenue													
Over $100 Million	6	7	66,167	69,665	69,555	69,258	72,251	1	1	*	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	5	5	*	68,848	68,848	65,997	*	2	2	*	*	*	*
All Reporting Companies													
Previous Year (2022)	10	12	57,819	67,905	67,729	65,000	72,775	0	0	*	55,250	69,301	82,885
2023	**11**	**12**	**65,068**	**69,406**	**69,363**	**68,895**	**76,378**	**5**	**5**	**5,606**	**58,100**	**71,241**	**84,378**

* 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.

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HRIS Specialist

New Job in 2023

Job Code: 520

Responsible for administering multiple HR systems and maintaining employee information for the purposes of accurate record keeping, database management, and payroll activity.

Requires a Bachelor's degree or equivalent and 3 to 5 years related experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
All Reporting Companies													
2023	**8**	**9**	**57,496**	**69,354**	**70,730**	**70,357**	**79,631**	**0**	**0**	*	*	*	*

* 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.

Human Resources Assistant

Job Code: 131

Entry-level generalist position or specialist position, i.e., Job Analyst, Employment Interviewer, Training Assistant, etc.. Recruits, screens, and recommends candidates for exempt and non-exempt positions. Participates in the administration of human resources programs within established guidelines. Implements selected human resources programs concerning training, safety, employee recreation, etc. Conducts research studies on new or existing human resources or labor relations programs.

Requires a Bachelor's degree or equivalent and zero to 2 years of relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	10	10	21.90	24.82	24.82	23.42	28.67	2	2	*	18.94	23.53	28.20
Electronic & Other Electrical	6	7	19.25	23.73	23.98	25.01	27.34	1	1	*	*	*	*
Data by Number of Company Employees													
100 to 199	7	7	25.00	28.04	28.04	26.55	32.50	2	2	*	*	*	*
200 to 499	14	15	20.95	24.34	24.61	24.40	28.29	7	8	3,683	20.53	25.53	30.52
500 or More	12	19	21.93	24.36	24.72	24.39	26.77	4	10	*	21.26	25.85	30.60
Data by Company Revenue													
$40 to $99.9 Million	15	16	20.00	24.42	24.66	24.25	28.27	5	6	3,018	19.62	23.39	27.16
Over $100 Million	19	26	23.22	25.55	25.50	26.08	27.19	7	13	2,180	21.97	27.34	32.78
Data by Area													
Within 20 Miles of Minneapolis	17	19	23.81	26.45	26.14	26.44	30.25	8	9	2,824	21.64	27.37	33.11
20 to 45 Miles from Minneapolis	9	9	19.28	24.27	24.27	23.22	29.04	1	1	*	*	*	*
45 to 70 Miles from Minneapolis	5	6	*	25.88	26.28	27.00	*	2	3	*	*	*	*
More than 70 Miles from Minneapolis	6	11	17.95	22.46	24.10	23.42	26.20	2	7	*	19.42	21.83	24.34
All Reporting Companies													
Previous Year (2022)	37	40	20.00	23.86	23.86	24.03	26.92	17	18	2,635	21.32	26.45	31.65
2023	**37**	**45**	**22.07**	**25.19**	**25.29**	**25.00**	**28.25**	**13**	**20**	**2,528**	**21.13**	**25.93**	**30.78**

* 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.

Human Resources Generalist/Business Partner

Job Title and Job Qualifications Revised in 2023

Job Code: 133

Administers a large segment of the organization's human resources programs, often for exempt or executive level employee groups. Administers employment, compensation, bonus, benefits, and training programs. Makes recommendations for improvement to human resources programs and keeps management informed of work status. Assists in the development of policy formulation.

Requires a Bachelor's degree or equivalent and 4 or more years of experience in most phases of human resources administration.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Food & Kindred Products	5	7	*	75,850	74,056	80,125	*	5	7	5,173	*	*	*
Rubber & Plastic Products	7	9	69,092	74,739	76,751	69,992	80,000	3	3	*	*	*	*
Fabricated Metal Products	15	18	62,400	73,087	73,363	75,005	82,472	5	6	4,119	60,669	73,052	85,725
Industrl Machinery Computer Equip	7	16	66,500	73,290	76,283	69,992	82,680	4	6	*	*	*	*
Misc Manufacturing Industries	5	5	*	72,394	72,394	65,000	*	3	3	*	*	*	*
Data by Number of Company Employees													
50 to 99	9	9	64,352	67,025	67,025	65,000	68,071	7	7	3,700	56,580	69,023	81,470
100 to 199	8	8	60,927	71,230	71,230	71,697	75,751	5	5	6,932	*	*	*
200 to 499	19	25	68,536	76,371	78,491	80,125	82,995	10	13	3,463	65,891	81,064	96,236
500 or More	16	42	66,978	74,477	71,578	72,536	83,559	5	10	6,334	60,811	78,598	96,713
Data by Company Revenue													
$20 to $39.9 Million	8	8	61,485	69,444	69,444	67,545	77,480	4	4	*	*	*	*
$40 to $99.9 Million	15	17	65,000	75,071	76,970	74,302	83,158	9	10	3,648	61,464	75,846	89,571
Over $100 Million	26	56	67,933	74,876	73,039	74,000	82,759	11	18	5,903	63,239	80,385	97,695
Data by Area													
Within 20 Miles of Minneapolis	28	43	63,557	71,560	72,023	68,933	80,094	17	22	3,725	58,954	73,529	88,103
20 to 45 Miles from Minneapolis	14	27	65,213	74,675	71,731	73,637	83,994	6	8	5,747	69,002	87,677	105,502
45 to 70 Miles from Minneapolis	7	7	69,992	75,238	75,238	75,000	80,730	4	4	*	66,634	85,364	104,397
More than 70 Miles from Minneapolis	7	12	66,500	74,438	76,713	76,669	82,995	3	5	*	62,259	75,303	88,325
All Reporting Companies													
Previous Year (2022)	69	96	60,400	68,522	69,082	67,674	75,884	34	39	6,606	58,974	73,413	88,215
2023	**56**	**89**	**64,563**	**73,158**	**72,820**	**71,475**	**82,037**	**30**	**39**	**4,438**	**62,190**	**77,799**	**93,321**

* 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.

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Human Resources Generalist/Business Partner, Senior

New Job in 2023

Job Code: 522

Administers a large segment of the organization's human resources programs, often for exempt or executive level employee groups. Administers employment, compensation, bonus, benefits, and training programs. May work more independently, serving as a consultant to management on a range of human resources issues. Assesses and anticipates HR-related needs and challenges, recommends and may lead the development of broad and more complex policies and solutions.

Requires a Bachelor's degree or equivalent and 7 or more years of experience in most phases of human resources administration.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	9	9	65,977	75,682	75,682	74,460	86,565	4	4	*	62,501	78,097	94,139
Data by Number of Company Employees													
100 to 199	8	8	73,132	80,727	80,727	82,000	88,750	5	5	5,036	*	*	*
200 to 499	11	11	70,454	78,694	78,694	79,551	88,130	5	5	5,670	64,772	81,469	98,524
Data by Company Revenue													
$20 to $39.9 Million	5	5	*	75,058	75,058	72,509	*	3	3	*	*	*	*
$40 to $99.9 Million	7	7	74,460	79,577	79,577	79,997	85,000	3	3	*	*	*	*
Over $100 Million	12	14	70,478	80,870	82,799	83,363	89,927	5	6	11,553	64,432	81,045	98,015
Data by Area													
Within 20 Miles of Minneapolis	13	14	73,484	83,003	84,149	85,000	93,256	5	6	6,508	73,983	89,506	105,594
20 to 45 Miles from Minneapolis	9	10	74,994	80,763	81,658	84,000	88,065	4	4	*	*	*	*
All Reporting Companies													
2023	**28**	**30**	**70,825**	**80,091**	**81,043**	**80,863**	**89,695**	**15**	**16**	**7,242**	**67,845**	**83,445**	**99,463**

* 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.

Human Resources Specialist

Job Code: 432

Is responsible for one human resources function such as staffing/recruiting, training or compensation. Develops and implements processes and procedures according to best practices in the function. Representative duties include: screening and evaluating applicants; conducting interviews with prospective employees and determining fit with position; organizing and conducting training programs and evaluating effectiveness. Works with outside agencies and vendors.

Requires Bachelor's degree or equivalent, and 3 to 5 years of HR related experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	6	12	50,965	56,559	55,438	54,138	61,689	3	5	*	50,192	63,066	74,899
Data by Number of Company Employees													
200 to 499	16	26	52,822	61,585	61,528	61,500	69,500	8	11	2,088	54,425	68,781	82,674
Data by Company Revenue													
$40 to $99.9 Million	5	12	*	63,808	61,741	66,165	*	4	7	*	*	*	*
Over $100 Million	15	18	52,520	64,626	63,069	58,750	75,005	6	6	3,165	58,729	74,778	90,826
Data by Area													
Within 20 Miles of Minneapolis	13	15	62,244	69,875	69,578	67,642	72,894	8	8	3,123	*	*	*
More than 70 Miles from Minneapolis	6	7	49,811	56,676	56,758	54,885	62,251	2	2	*	*	*	*
All Reporting Companies													
Previous Year (2022)	35	44	55,000	63,705	64,061	62,400	68,412	16	19	5,215	57,985	71,811	84,638
2023	**25**	**37**	**54,422**	**64,503**	**63,123**	**64,480**	**72,894**	**13**	**16**	**2,156**	**57,691**	**73,150**	**88,230**

* 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.

Manager, Human Resources

Job Code: 430

Develops and/or recommends human resources policies for the organization, consistent with corporate policies. Implements and coordinates human resources programs related to employment, compensation, benefits, training, employee relations, etc. Participates in grievance hearings, arbitration, and contract negotiations, where applicable. This position reports to a higher level Human Resources position.

Requires a Bachelor's degree or equivalent and 5 to 7 years of experience in most phases of human resources administration.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Food & Kindred Products	5	8	*	93,610	96,480	96,184	*	4	7	*	*	*	*
Rubber & Plastic Products	12	14	79,999	94,491	97,836	92,747	113,428	6	8	11,097	*	*	*
Primary Metal Industries	7	10	97,807	108,234	106,878	108,000	119,621	6	6	7,868	92,362	123,597	154,833
Fabricated Metal Products	25	29	81,286	94,643	94,156	93,000	105,027	9	10	16,893	79,506	98,839	118,052
Industrl Machinery Computer Equip	7	15	92,000	109,281	120,876	110,000	123,296	4	6	*	*	*	*
Misc Manufacturing Industries	16	18	89,650	101,925	102,575	102,495	114,098	13	13	10,085	91,760	114,912	138,058
Data by Number of Company Employees													
50 to 99	23	25	80,210	93,067	94,481	91,645	109,699	11	11	14,924	88,861	110,078	131,292
100 to 199	16	16	81,734	94,389	94,389	95,246	106,302	10	10	7,941	*	*	*
200 to 499	28	32	93,349	105,343	104,936	105,029	118,825	20	22	11,863	83,492	106,356	129,219
500 or More	18	47	98,991	111,278	114,982	114,809	126,180	11	20	15,138	83,793	109,689	135,451
Data by Company Revenue													
Under $9.9 Million	5	6	*	96,029	98,391	82,077	*	2	2	*	*	*	*
$10 to $19.9 Million	9	9	77,545	88,639	88,639	91,998	97,604	4	4	*	*	*	*
$20 to $39.9 Million	15	15	80,005	94,113	94,113	90,771	109,990	8	8	10,226	*	*	*
$40 to $99.9 Million	23	26	90,091	100,702	100,531	97,726	110,210	17	18	7,079	87,579	110,830	133,451
Over $100 Million	35	66	96,184	106,693	111,475	107,994	120,000	22	32	13,602	83,293	107,368	131,374
Data by Area													
Within 20 Miles of Minneapolis	48	66	90,024	103,318	108,461	104,764	116,639	32	41	15,392	87,364	111,743	136,112
20 to 45 Miles from Minneapolis	21	33	93,997	102,315	106,213	101,764	114,003	10	10	9,116	90,768	114,420	136,800
45 to 70 Miles from Minneapolis	9	9	79,043	89,203	89,203	85,000	97,767	5	5	6,683	75,960	*	132,278
More than 70 Miles from Minneapolis	10	15	85,634	94,482	94,685	91,181	100,514	7	9	6,845	76,756	95,108	114,328
All Reporting Companies													
Previous Year (2022)	91	118	84,032	95,822	98,535	94,880	107,527	50	58	10,538	85,120	107,981	129,888
2023	**88**	**123**	**87,458**	**100,631**	**104,768**	**99,996**	**112,805**	**54**	**65**	**12,573**	**84,289**	**108,261**	**131,359**

* 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.

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Recruiter

New Job in 2022

Job Code: 517

Recruits and interviews candidates for a variety of positions within the organization. Pre-screens job candidates, conducts background checks and assists management with conducting interviews and selection. Networks within the industry and community and may actively recruit from colleges.

Requires a Bachelor's degree or equivalent and 3 years experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Number of Company Employees													
100 to 199	5	5	*	67,772	67,772	65,000	*	5	5	4,247	*	*	*
200 to 499	7	9	59,768	75,330	73,286	72,494	90,125	3	4	*	*	*	*
Data by Company Revenue													
$40 to $99.9 Million	10	10	59,297	66,965	66,965	62,688	76,249	7	7	1,814	*	*	*
Over $100 Million	5	10	*	69,178	70,499	62,317	*	4	8	*	58,665	74,135	89,596
Data by Area													
Within 20 Miles of Minneapolis	12	16	59,826	71,998	73,183	71,997	85,509	7	9	4,453	57,543	72,780	88,012
All Reporting Companies													
Previous Year (2022)	17	26	58,750	67,696	69,965	62,500	78,759	6	11	6,580	58,876	75,141	91,388
2023	**18**	**24**	**59,316**	**68,735**	**69,534**	**63,659**	**78,874**	**11**	**15**	**3,640**	**56,803**	**71,369**	**85,929**

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Business Analyst

New Job in 2023

Job Code: 523

Analyzes the business needs of internal customers and stakeholders to help identify business problems and propose information systems solutions. Within the system development lifecycle domain, works as a liaison among stakeholders to elicit, analyze, communicate and validate requirements for changes to information systems.

Requires Bachelor's degree in Computer Science or related field, and 3 to 5 years of experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	6	6	85,842	96,343	96,343	95,701	109,615	1	1	*	70,791	89,690	108,589
Misc Manufacturing Industries	5	6	*	82,664	81,900	84,989	*	4	5	*	*	*	*
Data by Number of Company Employees													
100 to 199	8	9	86,057	91,278	89,812	91,822	97,485	6	7	8,847	73,132	92,743	112,355
200 to 499	8	11	75,459	91,464	90,493	95,852	105,860	4	7	*	67,070	84,481	101,892
500 or More	6	20	69,915	90,089	89,665	88,863	108,041	3	4	*	*	*	*
Data by Company Revenue													
$40 to $99.9 Million	7	10	78,080	92,296	88,915	90,085	107,500	5	8	6,335	*	*	*
Over $100 Million	12	26	77,579	90,525	89,964	91,628	100,760	6	7	18,691	68,390	87,802	107,214
Data by Area													
Within 20 Miles of Minneapolis	13	14	89,672	98,481	98,497	96,409	106,250	8	9	11,157	73,099	93,071	113,046
20 to 45 Miles from Minneapolis	6	21	75,560	86,978	88,225	88,863	98,438	3	5	*	*	*	*
More than 70 Miles from Minneapolis	5	7	*	74,671	76,908	73,112	*	2	4	*	*	*	*
All Reporting Companies													
2023	**24**	**42**	**79,185**	**90,645**	**89,763**	**91,628**	**100,166**	**13**	**18**	**12,525**	**70,114**	**89,599**	**109,083**

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Database Management Specialist

Job Code: 156

Reviews, evaluates, designs, implements and maintains Company database(s). Typical duties include: identifying data sources, organizing data flow, writing code for database access, modification, and construction; managing database activities such as archiving data, security administration, and the development of standard and ad hoc reports; maintaining database integrity; updating tables, queries and models as business changes occur.

Requires Bachelor's degree in Computer Science or related field, and 2 to 4 years of experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	8	9	83,209	100,920	99,036	92,807	116,984	5	6	6,251	73,071	88,626	104,181
Data by Number of Company Employees													
200 to 499	12	14	80,960	98,549	96,002	89,483	109,484	7	9	5,367	72,334	88,243	104,152
Data by Company Revenue													
$40 to $99.9 Million	8	9	73,745	88,561	87,329	80,787	96,634	6	7	7,075	*	*	*
Over $100 Million	9	12	83,842	104,467	105,567	107,935	121,316	5	7	19,653	77,783	97,382	116,980
Data by Area													
Within 20 Miles of Minneapolis	12	13	79,191	94,299	93,005	87,175	109,484	8	9	7,668	78,042	96,673	115,304
20 to 45 Miles from Minneapolis	5	7	*	111,596	114,373	111,845	*	3	4	*	*	*	*
All Reporting Companies													
Previous Year (2022)	23	34	78,832	91,588	90,781	85,010	102,465	14	22	4,782	76,483	95,975	115,463
2023	**21**	**25**	**79,550**	**95,364**	**96,269**	**83,964**	**110,923**	**13**	**16**	**12,436**	**74,315**	**92,556**	**110,796**

* 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.

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Manager, Information Systems

Job Code: 154

With direction from management develops and implements the objectives and priorities of a part of the information systems department that may include data entry, computer operations, programming, and/or telecommunications. Initiates and supervises feasibility studies on new or improved data processing applications. Evaluates the capabilities and limitations of hardware and software for present use and recommends necessary changes.

Requires broad technical knowledge of several phases of information systems plus proven ability in administration and supervision.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	14	15	83,242	113,333	112,878	108,250	144,526	4	5	*	91,389	113,495	135,605
Industrl Machinery Computer Equip	5	5	*	99,477	99,477	107,994	*	3	3	*	*	*	*
Misc Manufacturing Industries	8	9	124,571	144,098	144,845	140,000	151,352	7	8	21,236	108,138	138,841	169,549
Data by Number of Company Employees													
50 to 99	9	10	80,070	109,454	109,689	111,803	140,500	3	4	*	*	*	*
100 to 199	13	13	94,113	109,158	109,158	114,250	118,498	9	9	5,298	72,417	99,576	116,810
200 to 499	21	24	105,886	129,497	129,552	132,500	154,263	15	17	17,659	98,424	125,267	152,110
500 or More	8	13	126,764	144,355	136,366	139,004	174,762	3	3	*	*	*	*
Data by Company Revenue													
$20 to $39.9 Million	10	10	77,854	101,228	101,228	100,301	126,135	4	4	*	*	*	*
$40 to $99.9 Million	17	19	113,026	131,014	130,081	132,500	145,452	14	15	10,030	84,323	111,810	139,302
Over $100 Million	19	26	98,183	131,308	129,619	131,892	158,136	10	12	21,591	107,247	138,574	169,904
Data by Area													
Within 20 Miles of Minneapolis	30	35	103,603	126,926	125,693	120,754	151,000	20	22	15,235	109,898	143,465	177,037
20 to 45 Miles from Minneapolis	11	12	91,000	119,505	119,968	125,055	140,982	6	6	17,206	*	*	*
45 to 70 Miles from Minneapolis	5	7	*	106,397	118,355	115,361	*	3	3	*	*	*	*
More than 70 Miles from Minneapolis	6	7	89,910	119,602	117,730	108,250	149,500	2	3	*	91,779	113,142	134,505
All Reporting Companies													
Previous Year (2022)	53	86	93,518	114,463	120,774	114,982	132,503	30	58	17,112	95,135	123,745	147,239
2023	**52**	**61**	**95,796**	**122,537**	**122,811**	**118,257**	**144,153**	**31**	**34**	**14,425**	**97,982**	**130,143**	**156,152**

* 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.

Network Administrator

Job Code: 158

Responsible for development and support of the organization's computer network. Ensures that the network is available to all system users and resolves data communications problems. Evaluates and recommends hardware and software products.

Requires Bachelor's degree and 3 to 5 years of network administration experience, or equivalent work experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	6	6	70,878	83,846	83,846	89,814	92,953	3	3	*	*	*	*
Primary Metal Industries	5	8	*	84,001	90,046	92,997	*	1	1	*	*	*	*
Fabricated Metal Products	11	16	69,736	82,018	84,638	80,000	89,440	6	8	2,128	68,918	84,614	100,306
Industrl Machinery Computer Equip	8	12	69,286	80,869	79,291	80,799	91,954	5	6	14,550	*	*	*
Misc Manufacturing Industries	8	12	73,913	87,832	83,938	86,085	99,492	5	9	7,171	72,497	91,485	110,473
Data by Number of Company Employees													
50 to 99	5	5	*	77,894	77,894	79,830	*	2	2	*	*	*	*
100 to 199	10	10	61,870	80,021	80,021	80,000	90,830	6	6	5,246	64,320	81,826	98,177
200 to 499	25	30	70,227	84,498	85,103	84,331	95,750	17	20	5,144	69,231	85,676	102,121
500 or More	11	26	73,786	87,997	86,949	93,596	100,120	5	10	12,296	69,655	90,491	111,326
Data by Company Revenue													
$10 to $19.9 Million	5	5	*	78,960	78,960	81,598	*	1	1	*	*	*	*
$20 to $39.9 Million	8	8	60,809	77,146	77,146	80,346	90,875	4	4	*	*	*	*
$40 to $99.9 Million	17	22	75,462	86,815	87,114	83,250	97,253	14	17	3,119	70,978	87,343	103,291
Over $100 Million	21	36	68,443	84,946	85,461	84,331	98,247	10	15	11,138	68,764	88,378	107,990
Data by Area													
Within 20 Miles of Minneapolis	25	30	74,006	84,343	84,726	81,598	94,298	16	18	6,478	69,894	87,118	104,341
20 to 45 Miles from Minneapolis	13	21	76,808	86,169	87,722	88,275	98,247	5	10	12,115	70,766	89,865	108,195
45 to 70 Miles from Minneapolis	5	6	*	79,252	80,859	80,000	*	4	5	*	65,219	82,024	98,827
More than 70 Miles from Minneapolis	9	15	64,252	80,740	81,063	76,482	95,351	5	5	4,780	64,577	81,157	97,735
All Reporting Companies													
Previous Year (2022)	43	61	76,165	85,466	84,337	85,800	96,181	25	38	6,710	66,607	83,607	100,419
2023	**52**	**72**	**71,287**	**83,686**	**84,515**	**82,424**	**94,874**	**30**	**38**	**7,271**	**68,353**	**85,822**	**103,112**

* 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.

PC/LAN Specialist

Job Code: 151

Under general direction, responsible for the effective acquisition, installation, maintenance, and use of technology (may include PCs, minis, servers, etc.). Typically responsible for local area network. Resolves problems with new and existing equipment. May train end users on software and develop training manuals/programs.

Requires vocational education or equivalent, plus 3 to 5 years of experience with PC network environment. May have an undergraduate degree.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	11	16	55,301	64,553	63,545	65,405	70,454	5	5	3,432	55,152	67,015	79,460
Industrl Machinery Computer Equip	6	15	41,666	50,520	51,904	47,190	60,890	4	9	*	*	*	*
Electronic & Other Electrical	5	15	*	57,375	58,936	52,961	*	2	4	*	*	*	*
Misc Manufacturing Industries	8	10	51,534	61,301	60,548	63,230	67,297	4	6	*	*	*	*
Data by Number of Company Employees													
50 to 99	10	11	48,027	60,304	58,716	63,232	70,091	4	4	*	49,629	61,229	72,837
100 to 199	8	10	50,534	61,891	62,507	60,150	72,110	5	6	3,261	*	*	*
200 to 499	21	27	53,560	62,524	62,086	62,500	67,214	13	16	3,951	57,787	70,167	82,913
500 or More	10	36	53,909	63,052	60,470	65,094	70,562	3	8	*	*	*	*
Data by Company Revenue													
$20 to $39.9 Million	7	8	45,365	55,732	54,119	51,792	62,504	4	4	*	*	*	*
$40 to $99.9 Million	16	18	51,025	64,066	62,506	63,480	70,350	11	13	2,780	59,769	72,260	85,783
Over $100 Million	21	52	54,673	62,676	61,375	63,714	68,820	8	15	3,360	54,979	67,229	80,140
Data by Area													
Within 20 Miles of Minneapolis	24	35	55,340	62,861	63,359	64,480	68,046	11	14	4,081	54,099	66,807	79,871
20 to 45 Miles from Minneapolis	11	19	52,000	67,165	65,972	66,134	77,168	5	6	3,954	*	*	*
45 to 70 Miles from Minneapolis	7	13	51,792	59,662	57,440	55,301	70,454	4	4	*	53,072	64,389	75,705
More than 70 Miles from Minneapolis	7	17	43,680	53,801	53,318	52,000	61,327	5	10	2,637	*	*	*
All Reporting Companies													
Previous Year (2022)	33	61	53,040	60,922	58,685	60,122	66,923	13	23	2,860	52,317	64,961	77,307
2023	**49**	**84**	**52,000**	**62,076**	**61,002**	**63,000**	**69,135**	**25**	**34**	**3,452**	**55,210**	**67,245**	**79,922**

* 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.

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Programmer

Job Code: 152

Writes, tests, debugs, and documents new or upgraded business or scientific software products. Writes machine language instructions from detailed flow charts and codes program instructions. Requires a Bachelor's degree or equivalent and 2 to 4 years of relevant experience.

Data by Industry	Number of: Firms	Number of: EEs	Base Salary ($ per year): 25th Percentile	Base Salary ($ per year): Average	Base Salary ($ per year): Weighted Average	Base Salary ($ per year): Median	Base Salary ($ per year): 75th Percentile	Bonus Paid ($ per year): Number of: Firms	Bonus Paid ($ per year): Number of: EEs	Bonus Paid ($ per year): Wtd. Avg. Paid	Pay Range ($ per year): Average Minimum	Pay Range ($ per year): Average Midpoint	Pay Range ($ per year): Average Maximum
Data by Number of Company Employees													
100 to 199	6	9	85,634	100,029	100,265	97,847	113,441	2	2	*	*	*	*
200 to 499	7	10	70,454	88,430	85,791	84,225	116,699	4	6	*	*	*	*
Data by Company Revenue													
Over $100 Million	8	12	57,174	88,439	85,568	96,360	112,370	3	3	*	79,010	95,582	112,153
Data by Area													
Within 20 Miles of Minneapolis	7	7	70,967	96,947	96,947	99,382	125,000	3	3	*	*	*	*
All Reporting Companies													
Previous Year (2022)	15	29	82,500	91,200	88,452	89,918	110,240	8	19	4,992	72,740	90,213	107,422
2023	**16**	**24**	**70,582**	**89,478**	**87,476**	**90,160**	**107,037**	**6**	**8**	**5,962**	**71,349**	**94,079**	**108,967**

* 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.

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Programmer/Analyst, Lead

Job Code: 153

Performs systems and/or programming duties of a broad and complex nature. Provides work direction for lower-level programmers on assigned projects. Often has contact with other departments concerning the design of new or revised information systems applications. Independently carries out highly technical or complex programming assignments.

Requires a Bachelor's degree or equivalent and 5 or more years of relevant work experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	7	9	84,914	97,069	96,566	94,805	96,000	4	4	*	*	*	*
Data by Number of Company Employees													
200 to 499	6	10	90,976	99,691	102,711	100,470	108,899	4	8	*	*	*	*
Data by Company Revenue													
Over $100 Million	9	18	93,901	102,634	105,614	105,940	112,823	3	6	*	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	5	7	*	102,250	105,435	108,150	*	4	5	*	*	*	*
More than 70 Miles from Minneapolis	5	10	*	93,556	97,521	94,805	*	2	5	*	*	*	*
All Reporting Companies													
Previous Year (2022)	14	37	79,558	95,790	104,620	91,707	111,646	9	23	5,752	72,140	90,493	108,838
2023	**14**	**24**	**90,976**	**102,253**	**105,001**	**100,970**	**112,271**	**8**	**12**	**8,824**	**82,161**	**102,248**	**122,335**

* 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.

Software Developer

Job Code: 157

Responsible for the design and programming of software applications. Typical duties include: front-end analysis of business requirements to back-end analysis of database requirements and database design; identifying business problems and implementing programming solutions in cross-functional project environments; evaluating and communicating issues of technology impact on the business; conducting programming, debugging, and modification of end user applications; testing, debugging and documenting application programming solutions.

Requires Bachelor's degree in Computer Science, Information Systems or related field, and 3 to 5 years of design and development experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Number of Company Employees													
50 to 99	5	5	*	81,364	81,364	72,435	*	3	3	*	*	*	*
200 to 499	8	12	99,992	112,940	110,585	117,481	133,708	5	8	9,578	88,925	113,045	137,166
500 or More	10	43	91,635	105,253	104,950	102,254	117,972	6	34	14,361	85,318	109,415	133,512
Data by Company Revenue													
$40 to $99.9 Million	5	8	*	105,343	102,643	115,600	*	3	4	*	*	*	*
Over $100 Million	15	55	95,000	105,645	105,471	101,712	117,373	8	39	15,290	87,754	111,078	134,401
Data by Area													
Within 20 Miles of Minneapolis	14	22	93,216	107,340	106,114	110,726	122,455	9	11	8,977	79,984	100,793	121,603
20 to 45 Miles from Minneapolis	6	24	93,808	106,750	108,533	106,063	119,471	3	18	*	*	*	*
More than 70 Miles from Minneapolis	5	22	*	94,028	99,308	101,712	*	3	18	*	*	*	*
All Reporting Companies													
Previous Year (2022)	23	66	84,926	96,830	96,383	98,325	113,322	12	49	11,069	80,157	99,871	120,208
2023	**27**	**70**	**92,102**	**103,581**	**104,391**	**102,797**	**118,274**	**16**	**48**	**13,172**	**83,561**	**106,054**	**128,546**

* 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.

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Software Engineer

Job Code: 92

Develops machine code and related software programs that control the operation of products, equipment, machine tools, or systems. Analyzes drawings, specifications, prints, and related requirements to determine program logic and flow. Applies knowledge of circuit boards, processors, chips, electronic equipment, advanced mathematics, and objectives of intended application to develop and test written computer code.

Requires engineering degree and minimum of 3 to 5 years of experience or equivalent.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Number of Company Employees													
200 to 499	5	28	*	106,124	98,292	108,805	*	3	20	*	*	*	*
Data by Company Revenue													
$40 to $99.9 Million	7	33	65,874	86,831	94,033	80,882	108,805	4	20	*	*	*	*
Over $100 Million	7	34	95,573	115,546	101,061	125,214	126,277	4	12	*	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	9	26	90,563	113,318	116,879	125,214	127,364	4	11	*	*	*	*
All Reporting Companies													
Previous Year (2022)	16	98	82,731	99,183	95,716	94,618	117,055	11	69	5,933	81,425	102,294	130,649
2023	**15**	**69**	**72,321**	**103,006**	**98,493**	**107,793**	**125,929**	**8**	**32**	**9,001**	**85,299**	**106,710**	**128,122**

* 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.

Continuous Improvement/Lean Coordinator

Job Code: 442

Coordinates the implementation of lean enterprise plans, including production and office areas. Educates employees on principles and problem solving techniques; supports kaizen events; monitors progress against plan and provides feedback to lean team members.

Requires knowledge and use of lean principles and 2 to 4 years of project management or training or leadership experience with increasing responsibility for lean implementation efforts.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	6	6	63,749	72,038	72,038	74,990	80,255	4	4	*	*	*	*
Data by Number of Company Employees													
200 to 499	11	13	73,814	79,296	77,509	80,371	85,696	10	11	6,398	62,129	79,485	96,836
500 or More	7	10	61,610	67,844	69,862	67,080	78,374	6	8	3,368	*	*	*
Data by Company Revenue													
$40 to $99.9 Million	6	7	69,722	77,251	75,007	78,686	85,780	6	6	4,301	*	*	*
Over $100 Million	15	19	62,795	73,291	73,520	76,440	83,725	11	14	4,914	57,065	70,969	84,936
Data by Area													
Within 20 Miles of Minneapolis	12	14	63,866	72,697	73,183	76,700	79,872	11	13	3,406	*	*	*
20 to 45 Miles from Minneapolis	6	8	59,909	69,933	70,609	69,557	81,093	3	3	*	*	*	*
More than 70 Miles from Minneapolis	5	6	*	79,275	76,330	82,181	*	5	6	6,342	*	*	*
All Reporting Companies													
Previous Year (2022)	18	32	67,068	76,369	72,603	76,845	83,535	12	15	5,441	59,349	74,326	89,512
2023	**25**	**30**	**64,731**	**73,775**	**73,449**	**76,960**	**82,953**	**20**	**23**	**4,826**	**61,747**	**74,424**	**87,147**

* 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.

Manager, Lean Enterprise

Job Code: 407

Oversees implementation of Lean Manufacturing (LM) strategy; identifies day-to-day priorities, directs and manages staff to achieve objectives, provides guidance and advice to staff and company personnel on lean principles as requested, measures progress against goals and presents findings to management. Recommends changes to enhance programs. Typically reports to top lean enterprise executive or President/CEO.

Requires Bachelor's degree and 4 or more years of manufacturing/engineering experience in a lean environment, including two or more years of supervisory/team lead experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Company Revenue													
Data by Area													
Within 20 Miles of Minneapolis	6	7	94,700	109,095	111,829	106,266	125,809	5	6	19,795	*	*	*
All Reporting Companies													
Previous Year (2022)	13	15	92,425	99,035	98,806	97,850	111,383	6	6	8,392	85,186	108,316	131,445
2023	**7**	**9**	**95,000**	**108,725**	**110,646**	**106,505**	**125,000**	**5**	**6**	**19,795**	**87,708**	**110,370**	**133,033**

* 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.

Manager, Value Stream

Job Code: 408

Responsible for strategy, capacity, and capability planning of a given value stream(s) within the organization. This position ensures the value stream meets quality, cost, inventory turns, lead time, on-time delivery, and safety performance goals, and focuses on the continuous improvement of SOPs and performance. May direct staff in analyzing and recommending value stream improvements. Typically this position does not have direct control over multiple functions (i.e., procurement, engineering, finance, sales/marketing, etc.), but must work cooperatively with other functions to optimize the entire value stream.

Requires Bachelor's degree in Production Management or related field, and 5 or more years of manufacturing experience, including work experience or training in lean/Six Sigma, or an Associate's degree and equivalent relevant work experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Number of Company Employees													
Data by Company Revenue													
Data by Area													
Within 20 Miles of Minneapolis	6	10	101,601	121,051	119,271	112,347	146,874	4	8	*	*	*	*
All Reporting Companies													
Previous Year (2022)	8	16	94,302	106,710	106,039	107,166	114,207	4	7	*	92,321	115,986	139,688
2023	**7**	**13**	**105,468**	**119,869**	**117,772**	**112,777**	**140,677**	**5**	**11**	**12,267**	*	*	*

* 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.

Fork Truck Driver/Material Handler

Job Code: 193

Performs in-plant operation of forklift truck. Makes prompt pickups and deliveries from one production department to another or to and from the warehouse area. Places stock in designated areas in each department and loads and unloads trucks. Checks forklift periodically for proper maintenance.

This is an unskilled position requiring three to six months experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Printing, Publishing & Allied	5	13	*	19.76	20.08	19.67	*	4	6	*	*	*	*
Chemicals & Allied Products	5	23	*	23.78	22.20	22.23	*	4	22	*	*	*	*
Rubber & Plastic Products	11	129	19.06	20.44	20.34	20.27	21.01	5	47	2,008	18.19	21.64	24.78
Primary Metal Industries	5	45	*	22.11	21.08	22.33	*	2	2	*	*	*	*
Fabricated Metal Products	25	226	19.50	20.85	21.13	20.81	22.70	12	62	1,928	17.67	20.91	23.83
Industrl Machinery Computer Equip	5	115	*	21.07	23.82	21.06	*	4	21	*	*	*	*
Misc Manufacturing Industries	9	122	20.13	22.46	23.61	22.17	24.93	6	95	2,712	19.52	22.13	25.50
Data by Number of Company Employees													
50 to 99	10	52	20.18	21.72	22.09	22.36	23.44	6	41	952	*	*	*
100 to 199	15	88	19.91	22.05	21.79	21.19	23.28	9	54	2,799	19.87	22.65	25.95
200 to 499	30	271	19.12	20.69	20.90	20.11	22.76	13	80	2,185	17.79	20.88	23.95
500 or More	16	479	20.30	21.31	22.58	21.14	22.19	11	261	4,953	18.91	22.20	25.50
Data by Company Revenue													
$20 to $39.9 Million	11	39	20.45	22.02	21.27	21.19	23.28	5	7	1,066	*	*	*
$40 to $99.9 Million	25	167	19.70	21.26	21.38	21.05	22.53	16	77	1,312	18.42	22.13	25.69
Over $100 Million	32	678	19.56	21.07	22.18	20.84	22.65	16	344	4,484	18.49	21.48	24.57
Data by Area													
Within 20 Miles of Minneapolis	35	447	19.74	21.40	22.53	21.05	23.28	20	244	4,940	18.45	21.64	25.13
20 to 45 Miles from Minneapolis	18	171	19.18	22.06	22.24	21.77	23.98	9	76	3,694	19.50	22.95	26.02
45 to 70 Miles from Minneapolis	10	77	18.43	20.64	20.57	20.82	22.61	6	43	1,336	18.14	20.95	23.51
More than 70 Miles from Minneapolis	12	202	19.91	20.04	20.96	20.34	20.79	7	76	1,586	16.96	20.42	23.45
All Reporting Companies													
Previous Year (2022)	73	773	18.77	20.72	21.10	20.45	22.28	33	238	1,939	17.45	20.54	23.81
2023	**75**	**897**	**19.74**	**21.24**	**21.95**	**21.00**	**22.77**	**42**	**439**	**3,790**	**18.33**	**21.56**	**24.70**

* 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.

Logistics Coordinator

Job Code: 484

Responsible for coordinating the logistics process for a single company facility. Typical duties include routing loads, dispatching drivers, processing orders for shipping, and maintaining accurate records. Applies knowledge of domestic and international shipping guidelines regarding packing, loading, and transporting in performing duties.

Requires a high school diploma plus 3 or more years working in a manufacturing operation, preferably in a shipping/receiving, material handling, or dispatching departments.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	15	31	47,674	54,307	50,852	48,984	61,360	5	9	3,257	50,523	59,538	70,221
Misc Manufacturing Industries	7	12	48,235	52,399	53,794	51,480	55,747	5	9	4,614	*	*	*
Data by Number of Company Employees													
50 to 99	5	11	*	53,676	50,521	53,477	*	3	4	*	*	*	*
100 to 199	9	16	47,840	52,322	49,053	48,370	57,543	5	9	3,052	*	*	*
200 to 499	15	41	48,298	52,616	51,536	51,480	55,120	9	29	1,897	44,773	52,172	60,017
500 or More	9	19	45,393	57,725	53,477	56,160	68,328	5	8	2,131	53,563	68,072	84,818
Data by Company Revenue													
$10 to $19.9 Million	5	13	*	49,184	46,301	47,674	*	3	3	*	*	*	*
$20 to $39.9 Million	5	7	*	52,672	51,531	48,984	*	4	6	*	*	*	*
$40 to $99.9 Million	11	31	48,599	53,439	51,542	51,480	55,328	8	26	1,864	*	*	*
Over $100 Million	20	39	47,854	55,738	53,154	54,101	65,817	9	17	2,987	49,957	60,482	72,346
Data by Area													
Within 20 Miles of Minneapolis	24	54	48,524	54,057	52,531	52,510	56,118	19	44	2,165	44,025	54,667	66,580
20 to 45 Miles from Minneapolis	5	13	*	49,242	46,323	47,840	*	1	1	*	*	*	*
45 to 70 Miles from Minneapolis	6	13	42,875	55,288	49,930	54,503	65,255	3	6	*	*	*	*
More than 70 Miles from Minneapolis	7	11	42,120	54,199	53,481	48,298	72,758	2	2	*	54,086	63,475	74,707
All Reporting Companies													
Previous Year (2022)	40	102	44,594	51,664	49,237	50,865	56,658	22	45	2,164	44,976	55,011	64,904
2023	**42**	**91**	**47,840**	**53,683**	**51,388**	**51,480**	**58,682**	**25**	**53**	**2,202**	**45,879**	**56,291**	**67,422**

* 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.

Manager, Warehouse

New Job in 2023

Job Code: 527

Responsible for managing the company's warehousing and shipping/receiving operations at a plant or facility. Directly, or through subordinate supervisors, directs and coordinates the work of all warehouse employees.

Requires an Associate's degree or equivalent and 5 years or more of relevant experience, including supervisory experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Food & Kindred Products	5	11	*	85,936	87,919	85,742	*	4	10	*	*	*	*
Fabricated Metal Products	5	14	*	84,447	97,314	86,438	*	2	11	*	65,831	81,611	97,392
Misc Manufacturing Industries	6	7	69,859	83,169	84,700	86,353	95,237	5	5	10,367	*	*	*
Data by Number of Company Employees													
100 to 199	7	7	59,987	72,973	72,973	69,992	80,000	7	7	6,641	*	*	*
200 to 499	8	18	68,347	88,225	96,658	90,855	103,324	5	14	11,325	*	*	*
500 or More	9	15	84,606	95,249	92,978	90,147	105,300	5	11	19,654	*	*	*
Data by Company Revenue													
$20 to $39.9 Million	5	5	*	73,278	73,278	66,997	*	4	4	*	*	*	*
$40 to $99.9 Million	9	18	70,488	84,488	94,475	80,000	103,122	9	18	9,428	66,583	82,966	98,563
Over $100 Million	12	19	84,038	90,707	90,516	89,472	98,405	5	11	19,608	73,032	92,192	111,352
Data by Area													
Within 20 Miles of Minneapolis	19	20	66,997	80,064	80,755	83,470	92,706	14	14	6,320	69,549	88,384	107,218
20 to 45 Miles from Minneapolis	5	9	*	98,345	95,296	91,486	*	3	7	*	*	*	*
All Reporting Companies													
2023	**30**	**46**	**69,928**	**84,982**	**89,585**	**86,090**	**99,436**	**21**	**36**	**12,325**	**72,745**	**91,545**	**110,060**

* 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.

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Order Filler

Job Code: 202

Under direct supervision selects and/or packs a variety of products from stock to fill customer's orders in a warehouse or distribution facility. May use manual or motorized equipment. May use manual or electronic inventory systems to locate and record orders and inventory information.

Requires a high school diploma or equivalent and zero to 3 year of relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Number of Company Employees													
200 to 499	6	32	20.13	22.08	22.77	21.14	24.14	2	4	*	*	*	*
500 or More	6	145	17.32	19.95	20.97	20.41	22.27	5	97	1,626	*	*	*
Data by Company Revenue													
$40 to $99.9 Million	6	41	19.22	22.44	22.59	22.28	25.86	3	20	*	*	*	*
Over $100 Million	8	149	19.42	20.33	21.07	20.58	21.86	6	94	1,631	17.50	20.29	23.54
Data by Area													
Within 20 Miles of Minneapolis	8	71	18.16	20.19	19.92	19.93	21.30	5	51	1,823	*	*	*
20 to 45 Miles from Minneapolis	6	67	21.01	23.15	22.82	22.56	25.86	3	14	*	*	*	*
All Reporting Companies													
Previous Year (2022)	19	194	17.50	18.95	18.72	18.28	20.04	8	65	2,496	18.12	19.27	22.54
2023	**17**	**199**	**19.46**	**21.23**	**21.46**	**21.32**	**23.09**	**10**	**115**	**1,767**	**18.25**	**20.29**	**24.13**

* 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.

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Shipping/Receiving Clerk

Job Code: 194

Receives all incoming materials and prepares products and other materials for shipment using freight bills. May operate a forklift. Writes up or checks necessary paperwork in connection with shipments to ensure proper shipment. May check incoming packages for damage and count.

Requires a high school diploma or equivalent plus six to twelve months experience.

	Number of:		Base Wage ($ per hour)					Bonus Paid ($ per year)			Pay Range ($ per hour)		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Printing, Publishing & Allied	6	31	20.08	23.58	21.29	22.18	25.97	4	23	*	*	*	*
Rubber & Plastic Products	20	62	20.54	22.90	22.34	21.57	23.55	10	33	2,432	18.47	22.50	26.30
Primary Metal Industries	8	41	20.81	23.59	22.85	23.75	26.49	4	5	*	*	*	*
Fabricated Metal Products	41	151	20.07	22.17	21.54	22.25	24.25	22	53	1,597	17.40	20.72	24.21
Industrl Machinery Computer Equip	12	51	20.22	22.60	22.43	22.77	24.88	7	40	2,980	*	*	*
Electronic & Other Electrical	9	106	18.68	20.13	20.53	20.68	21.12	6	50	1,955	16.69	19.38	22.22
Misc Manufacturing Industries	14	183	22.13	24.30	24.45	25.02	26.01	12	162	3,489	20.10	24.18	28.41
Data by Number of Company Employees													
Less than 50	19	29	19.31	21.78	21.96	20.14	25.00	13	19	1,272	*	*	*
50 to 99	32	74	20.76	23.59	23.40	23.56	25.03	17	40	1,949	18.42	22.47	26.49
100 to 199	29	112	20.64	23.31	22.26	22.81	25.57	18	55	2,576	18.88	22.20	27.46
200 to 499	35	189	20.39	22.00	21.46	21.82	22.97	17	84	2,310	17.88	20.94	23.98
500 or More	12	265	20.56	22.04	22.94	21.62	23.06	8	187	3,117	19.03	23.14	27.05
Data by Company Revenue													
Under $9.9 Million	15	22	19.30	21.96	22.20	20.00	25.96	9	12	880	*	*	*
$10 to $19.9 Million	17	50	19.74	22.04	21.81	20.60	25.02	9	20	1,345	*	*	*
$20 to $39.9 Million	28	60	21.05	23.59	23.57	23.16	25.38	17	30	2,343	18.61	22.28	26.70
$40 to $99.9 Million	36	178	20.84	22.87	21.66	22.65	24.69	21	91	2,365	18.19	22.08	25.74
Over $100 Million	30	352	20.51	22.33	22.73	22.01	23.15	16	225	3,063	18.67	21.93	25.88
Data by Area													
Within 20 Miles of Minneapolis	73	323	20.62	23.27	22.40	22.83	25.00	43	176	2,170	18.84	22.47	27.04
20 to 45 Miles from Minneapolis	29	221	20.25	22.36	23.46	22.25	24.36	14	143	3,493	18.91	22.65	26.06
45 to 70 Miles from Minneapolis	11	47	19.06	22.08	21.21	22.38	23.49	8	26	1,628	19.04	21.94	25.83
More than 70 Miles from Minneapolis	14	78	18.94	20.63	20.24	20.32	21.87	8	40	2,427	16.66	19.81	23.09
All Reporting Companies													
Previous Year (2022)	135	701	19.07	21.16	20.46	20.52	22.69	70	210	1,918	17.77	20.84	24.50
2023	**127**	**669**	**20.39**	**22.67**	**22.42**	**22.38**	**25.00**	**73**	**385**	**2,651**	**18.47**	**21.96**	**25.95**

* 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.

Truck Driver - Light

Job Code: 191

Drives light truck or van less than 10,000 GVW in transporting materials, equipment, finished product, and personnel usually on short trips. Loads and unloads materials as required. May perform in-plant duties as time permits.

Requires appropriate drivers license.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	19	52	20.22	23.82	24.04	23.00	26.36	8	9	1,895	19.96	23.01	26.06
Misc Manufacturing Industries	7	61	23.69	25.19	25.78	25.29	28.20	4	31	*	20.09	23.93	28.79
Data by Number of Company Employees													
50 to 99	7	35	20.65	25.73	24.09	23.69	29.87	3	29	*	*	*	*
100 to 199	8	16	22.33	25.06	27.85	25.18	26.22	6	12	1,902	*	*	*
200 to 499	14	53	20.45	23.71	25.69	23.37	26.15	8	11	3,901	20.69	23.99	27.97
500 or More	6	30	22.03	24.99	25.90	25.18	28.05	2	3	*	*	*	*
Data by Company Revenue													
Under $9.9 Million	6	12	18.50	21.86	19.43	20.88	25.59	3	3	*	*	*	*
$20 to $39.9 Million	6	32	22.52	25.89	27.69	26.56	28.70	2	2	*	*	*	*
$40 to $99.9 Million	12	51	20.58	23.42	23.43	22.78	25.05	9	36	2,063	*	*	*
Over $100 Million	12	45	22.58	25.22	26.66	25.36	27.59	5	13	1,984	20.99	25.19	29.96
Data by Area													
Within 20 Miles of Minneapolis	24	77	20.87	24.18	25.36	23.78	26.55	13	22	2,904	19.25	22.40	26.06
20 to 45 Miles from Minneapolis	6	9	20.00	23.94	25.53	22.75	28.53	3	3	*	*	*	*
45 to 70 Miles from Minneapolis	7	8	20.22	24.32	23.73	23.18	28.90	4	5	*	*	*	*
All Reporting Companies													
Previous Year (2022)	41	133	20.64	23.47	24.48	23.16	26.10	14	32	1,974	18.80	22.17	26.06
2023	**40**	**145**	**20.86**	**24.24**	**25.08**	**23.84**	**26.67**	**21**	**57**	**2,466**	**19.90**	**23.71**	**28.06**

* 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.

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Warehouse Supervisor

Job Code: 436

Performs front-line supervision of warehousing and shipping/receiving staff and associated activities. Typical activities include receiving, storage and shipment of raw materials and/or finished product; maintaining inventory control records; movement of materials and goods within a plant.

Requires a high school diploma and 5 or more years of relevant experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Food & Kindred Products	6	13	62,925	69,570	70,513	68,916	78,527	5	12	13,015	*	*	*
Rubber & Plastic Products	12	16	55,105	64,313	65,438	62,803	75,750	7	7	4,021	*	*	*
Fabricated Metal Products	22	27	54,595	65,170	65,038	66,560	73,060	13	15	3,662	54,091	66,470	81,714
Industrl Machinery Computer Equip	8	8	55,370	62,999	62,999	61,506	67,925	4	4	*	*	*	*
Electronic & Other Electrical	5	6	*	54,481	54,986	56,514	*	3	3	*	*	*	*
Misc Manufacturing Industries	10	15	57,127	66,999	65,110	63,060	80,500	4	7	*	*	*	*
Data by Number of Company Employees													
Less than 50	9	9	54,080	60,145	60,145	56,493	63,692	5	5	2,882	*	*	*
50 to 99	14	14	54,350	63,695	63,695	63,357	74,880	6	6	1,716	*	*	*
100 to 199	21	25	58,018	66,064	65,139	64,480	77,646	13	17	4,748	52,822	64,216	78,674
200 to 499	24	31	55,885	67,179	66,807	68,021	76,704	14	16	5,087	51,774	63,979	76,819
500 or More	14	35	58,781	67,914	67,893	68,021	74,217	10	24	9,143	54,911	69,004	83,804
Data by Company Revenue													
Under $9.9 Million	6	6	46,280	56,374	56,374	53,247	65,738	2	2	*	*	*	*
$20 to $39.9 Million	16	16	55,806	62,223	62,223	60,414	67,871	9	9	2,339	*	*	*
$40 to $99.9 Million	27	32	58,179	67,936	66,711	65,000	78,000	19	24	4,587	*	*	*
Over $100 Million	28	54	57,694	67,388	67,305	68,021	75,679	15	29	8,749	52,979	66,338	80,374
Data by Area													
Within 20 Miles of Minneapolis	39	52	58,656	68,644	68,217	66,633	78,416	20	28	5,417	53,327	64,809	78,257
20 to 45 Miles from Minneapolis	27	43	54,080	62,520	63,723	60,320	70,336	16	26	7,347	50,845	63,303	76,691
45 to 70 Miles from Minneapolis	9	11	54,160	64,436	66,474	66,950	75,025	6	8	4,709	51,297	68,577	86,250
More than 70 Miles from Minneapolis	7	8	53,040	62,622	61,271	65,874	68,900	6	6	4,314	*	*	*
All Reporting Companies													
Previous Year (2022)	71	128	53,560	63,138	61,046	61,984	70,343	43	75	6,473	55,161	69,180	83,258
2023	**82**	**114**	**56,747**	**65,652**	**65,866**	**65,894**	**74,217**	**48**	**68**	**5,974**	**52,971**	**65,602**	**79,549**

* 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.

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Warehouse Worker

Job Code: 404

Performs general warehouse work that may involve receipt of incoming material/product, using material moving/handling equipment to store materials in designated areas, and/or retrieving materials/product from warehouse locations to supply production operations or support customer shipment of company products. Has knowledge of warehouse layout and the safe operation of material moving and handling equipment including 2-wheeler, lift truck, pallet jack, or motorized forklift. Skilled in reading company work orders and shipping documents and determining appropriate action from it. (See Order Filler, Packer, and Fork Truck Driver if your company's positions involve narrower job duties.)

Requires high school diploma or equivalent plus 1 year or more of relevant experience. May require training and certification in safe operation of material handling equipment.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Chemicals & Allied Products	5	47	*	24.02	22.55	21.94	*	4	42	*	*	*	*
Rubber & Plastic Products	10	79	20.16	22.73	22.03	22.08	25.04	6	51	2,642	*	*	*
Fabricated Metal Products	12	111	20.01	21.85	21.91	20.82	24.00	6	13	1,123	18.76	21.88	25.00
Industrl Machinery Computer Equip	5	55	*	21.16	22.60	22.25	*	4	45	*	*	*	*
Electronic & Other Electrical	5	16	*	21.30	21.93	22.41	*	3	11	*	*	*	*
Misc Manufacturing Industries	15	145	19.97	22.63	22.41	21.92	24.28	12	64	3,148	19.61	21.91	24.88
Data by Number of Company Employees													
Less than 50	7	8	21.00	24.25	24.94	24.72	26.77	7	8	4,751	*	*	*
50 to 99	15	36	20.28	22.93	23.14	22.41	25.50	8	20	2,962	17.94	21.40	25.43
100 to 199	17	79	19.92	22.16	22.30	22.13	23.10	11	35	1,158	19.15	22.15	26.34
200 to 499	13	121	20.29	22.19	21.09	21.10	22.74	9	76	1,876	18.96	22.05	25.51
500 or More	15	365	20.76	22.97	22.65	21.94	23.57	12	228	4,835	18.62	22.70	26.78
Data by Company Revenue													
Under $9.9 Million	5	7	*	22.05	21.23	21.00	*	4	5	*	*	*	*
$10 to $19.9 Million	6	12	17.84	19.26	19.10	19.00	20.56	3	3	*	*	*	*
$20 to $39.9 Million	17	52	20.75	23.03	23.16	22.41	25.56	10	18	2,544	19.02	22.72	27.81
$40 to $99.9 Million	14	64	20.38	23.41	22.01	22.39	26.01	11	57	2,151	*	*	*
Over $100 Million	24	454	20.80	22.98	22.41	21.99	23.57	17	263	4,415	19.08	22.51	26.08
Data by Area													
Within 20 Miles of Minneapolis	41	354	20.77	23.60	22.86	22.97	25.75	28	189	2,310	19.25	22.70	26.55
20 to 45 Miles from Minneapolis	13	150	19.73	21.22	21.67	21.30	22.14	10	139	6,358	*	*	*
45 to 70 Miles from Minneapolis	10	45	20.34	21.99	21.52	21.76	22.75	8	37	1,586	18.11	21.50	25.86
All Reporting Companies													
Previous Year (2022)	62	705	19.34	21.28	21.10	20.89	23.04	36	301	4,708	17.83	20.78	24.16
2023	**68**	**611**	**20.52**	**22.67**	**22.34**	**21.93**	**24.14**	**47**	**367**	**3,768**	**18.67**	**22.10**	**26.02**

* 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.

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Inventory Clerk/Cycle Counter

Job Code: 195

Maintains an inventory of raw materials in stock, on order, and work-in-process in production. Enters data on a CRT. Provides inventory information to production schedulers and may investigate inventory accuracy. Reorders materials or issues reorder requests when appropriate.

Requires a high school diploma or equivalent plus 1 to 2 years of relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	7	17	19.65	22.49	23.46	22.66	24.71	4	9	*	*	*	*
Fabricated Metal Products	11	24	21.18	25.68	24.69	25.00	28.75	3	4	*	23.92	28.00	33.61
Misc Manufacturing Industries	9	24	21.18	24.51	23.22	24.39	26.92	7	22	3,309	*	*	*
Data by Number of Company Employees													
50 to 99	8	14	19.70	23.88	22.84	24.69	26.28	4	6	*	*	*	*
100 to 199	17	35	21.58	25.53	23.85	24.32	27.59	11	18	3,176	22.06	25.70	30.38
200 to 499	16	42	21.16	23.67	23.42	22.99	25.70	11	26	2,314	20.09	24.14	28.40
500 or More	9	75	21.72	24.79	22.71	24.71	27.33	5	40	6,246	*	*	*
Data by Company Revenue													
$20 to $39.9 Million	8	20	19.70	22.40	22.07	21.55	25.38	2	3	*	*	*	*
$40 to $99.9 Million	16	32	21.03	25.20	22.99	22.94	27.42	13	23	3,174	23.06	26.39	31.17
Over $100 Million	21	103	22.64	24.80	23.38	24.71	27.74	13	56	5,127	21.03	25.97	31.25
Data by Area													
Within 20 Miles of Minneapolis	32	95	21.03	24.67	24.10	24.58	27.08	21	61	4,486	21.07	24.95	29.75
20 to 45 Miles from Minneapolis	10	44	21.17	24.22	22.03	22.64	26.03	6	22	4,070	*	*	*
45 to 70 Miles from Minneapolis	5	7	*	24.34	23.67	23.21	*	3	5	*	*	*	*
More than 70 Miles from Minneapolis	5	22	*	22.57	20.75	22.50	*	2	3	*	20.82	25.09	29.51
All Reporting Companies													
Previous Year (2022)	42	82	20.97	22.67	22.63	22.52	24.49	24	38	3,827	18.59	22.83	27.41
2023	**52**	**168**	**21.13**	**24.35**	**23.10**	**23.30**	**26.42**	**32**	**91**	**4,199**	**20.94**	**25.15**	**29.93**

* 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.

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Production Control Clerk

Job Code: 196

Tracks work-in-process, records number and/or value of materials, labor, and utilities or other overhead used in each step, and monitors machine production levels. Collects and monitors information on a particular production process to ensure product costing is according to standard.

Requires a high school diploma or equivalent plus 1 to 2 years of relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	6	16	20.21	22.83	22.60	23.08	25.60	3	4	*	*	*	*
Data by Number of Company Employees													
200 to 499	7	11	20.78	23.41	23.88	24.26	25.82	4	7	*	*	*	*
500 or More	6	33	18.57	21.71	23.31	20.94	24.68	2	5	*	*	*	*
Data by Company Revenue													
$40 to $99.9 Million	6	10	22.18	25.94	25.35	24.05	29.12	5	9	1,766	21.83	26.03	30.22
Over $100 Million	8	35	18.87	21.95	23.29	21.45	24.20	2	4	*	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	6	12	19.43	22.87	22.91	24.05	25.24	4	8	*	17.78	21.57	25.52
All Reporting Companies													
Previous Year (2022)	22	64	21.02	22.82	22.75	23.25	24.12	12	18	1,804	18.43	22.59	26.65
2023	**17**	**49**	**20.26**	**24.01**	**23.91**	**24.04**	**25.62**	**10**	**17**	**2,911**	**20.26**	**24.64**	**29.10**

* 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.

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Tool Crib Attendant

Job Code: 197

Works in tool crib to receive, store, issue, and maintain hand tools, dies, and other machine pieces and equipment. Keeps records of tool crib inventory and of tools and equipment issued. Inspects tools and equipment for defects, makes minor repairs, and prepares repair tickets.

This is a semi-skilled position involving various tool crib duties requiring 1 to 2 years of relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	5	8	*	22.50	22.68	22.87	*	3	3	*	*	*	*
Data by Number of Company Employees													
200 to 499	5	11	*	25.46	27.02	23.23	*	2	2	*	*	*	*
Data by Company Revenue													
Data by Area													
Within 20 Miles of Minneapolis	8	11	23.42	24.47	24.57	24.13	26.12	5	7	5,006	20.34	24.41	28.79
All Reporting Companies													
Previous Year (2022)	11	18	22.30	25.99	27.18	24.20	28.75	0	0	*	*	*	*
2023	**12**	**21**	**22.96**	**24.80**	**25.81**	**23.89**	**26.12**	**6**	**8**	**4,441**	**20.38**	**24.37**	**28.59**

* 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.

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Buyer

Job Code: 199

Works with vendors and suppliers to obtain needed supplies according to established policies and procedures and at lowest cost consistent with required quality, quantity, and availability. Executes purchase orders and follows up as needed. Actively researches and develops new sources of supply and/or recommends possible substitute materials and/or suppliers. Develops and maintains necessary files and records. Negotiates and recommends appropriate settlement for inferior or defective shipments or other errors or delays. Alternative title: Purchasing Agent.

Requires a Bachelor's degree or equivalent and 2 to 4 years of relevant experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Food & Kindred Products	5	6	*	75,934	77,098	80,699	*	5	6	16,125	*	*	*
Printing, Publishing & Allied	5	12	*	68,759	69,292	70,000	*	2	2	*	*	*	*
Chemicals & Allied Products	5	11	*	69,124	70,875	69,992	*	3	9	*	*	*	*
Primary Metal Industries	7	12	63,003	70,163	68,251	67,860	80,454	3	6	*	*	*	*
Fabricated Metal Products	22	41	56,415	63,021	62,514	62,378	66,375	13	23	3,468	52,514	65,602	79,616
Industrl Machinery Computer Equip	12	30	60,428	65,090	65,943	63,929	67,533	4	7	*	*	*	*
Electronic & Other Electrical	7	23	48,942	58,758	61,427	60,907	65,998	4	15	*	*	*	*
Misc Manufacturing Industries	11	27	58,164	64,934	65,847	65,000	70,006	8	14	5,617	*	*	*
Data by Number of Company Employees													
Less than 50	5	7	*	61,208	62,313	61,880	*	3	5	*	*	*	*
50 to 99	21	31	56,670	62,983	63,889	64,480	68,848	9	15	2,752	53,004	65,594	78,666
100 to 199	18	23	55,931	62,622	62,259	61,450	67,408	11	15	4,266	43,056	*	66,692
200 to 499	20	47	60,039	67,149	66,569	66,192	75,253	13	29	3,723	52,303	65,333	78,362
500 or More	19	72	62,347	68,069	65,969	67,330	75,000	10	22	5,990	59,954	76,931	94,701
Data by Company Revenue													
$10 to $19.9 Million	8	9	56,935	60,935	62,207	61,963	66,820	2	3	*	*	*	*
$20 to $39.9 Million	17	24	55,567	62,426	62,276	63,003	65,880	10	16	1,551	45,689	59,050	70,210
$40 to $99.9 Million	27	47	62,400	67,812	68,650	67,257	75,000	14	21	3,805	60,790	75,617	90,444
Over $100 Million	27	96	59,973	66,236	64,812	65,000	72,071	17	43	5,182	55,766	70,956	86,622
Data by Area													
Within 20 Miles of Minneapolis	42	87	60,760	66,084	66,033	65,832	70,255	23	48	2,394	56,240	70,867	85,714
20 to 45 Miles from Minneapolis	20	47	62,133	67,833	67,705	65,500	75,568	9	12	12,041	56,874	73,274	90,414
45 to 70 Miles from Minneapolis	13	19	55,422	58,963	60,723	61,185	65,277	8	10	3,677	49,779	64,619	75,901
More than 70 Miles from Minneapolis	8	27	55,605	61,686	60,980	60,105	66,173	6	16	4,221	48,527	60,293	72,057
All Reporting Companies													
Previous Year (2022)	80	145	56,219	62,241	62,653	61,950	68,515	34	56	6,506	52,814	64,166	75,076
2023	**83**	**180**	**59,271**	**64,966**	**65,151**	**64,480**	**70,000**	**46**	**86**	**4,229**	**53,592**	**68,197**	**82,012**

* 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.

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Buyer, Senior

Job Code: 198

Works with vendors and suppliers to obtain critical, complex, or difficult to acquire supplies or equipment that are of substantial importance to the organization. Generally adheres to established policies and procedures and buys at lowest cost consistent with required quality, quantity, and availability. Executes purchase orders and follows up as needed. Actively researches and develops new sources of supply and/or recommends possible substitute materials and/or suppliers. Develops and maintains necessary files and records. Negotiates and recommends appropriate settlement for defective shipments or other errors or delays. Alternative title: Purchasing Agent, Senior.

Requires a Bachelor's degree or equivalent and 4 or more years of relevant experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	19	38	70,158	79,395	78,209	77,833	85,000	8	10	7,661	63,472	79,625	95,630
Industrl Machinery Computer Equip	8	11	75,364	84,276	86,260	80,395	97,595	6	8	5,521	*	*	*
Misc Manufacturing Industries	14	30	69,800	84,113	84,243	79,483	92,237	12	26	5,409	67,796	86,068	104,343
Data by Number of Company Employees													
Less than 50	5	7	*	74,193	76,736	78,000	*	3	4	*	*	*	*
50 to 99	11	12	69,992	78,661	78,649	78,510	86,603	7	8	7,192	*	*	*
100 to 199	14	21	70,010	80,401	80,150	75,293	89,164	8	13	8,302	64,387	80,265	96,153
200 to 499	24	43	71,437	84,677	84,540	83,571	92,368	16	27	6,583	66,309	81,994	97,681
500 or More	12	37	78,197	87,675	86,027	83,088	91,568	5	10	19,660	69,259	91,338	113,169
Data by Company Revenue													
$10 to $19.9 Million	8	9	63,976	76,936	77,111	77,220	84,580	5	6	4,783	*	*	*
$20 to $39.9 Million	10	13	71,799	77,291	78,474	78,087	85,207	5	5	7,772	*	*	*
$40 to $99.9 Million	21	29	71,042	81,155	82,347	79,200	84,875	14	19	7,237	66,899	83,992	101,092
Over $100 Million	24	66	74,311	87,635	85,299	83,088	93,924	13	30	11,134	65,887	83,909	101,826
Data by Area													
Within 20 Miles of Minneapolis	40	66	73,902	84,405	85,443	81,798	91,393	28	47	7,408	68,793	86,593	104,400
20 to 45 Miles from Minneapolis	14	26	74,217	83,820	87,173	79,312	85,145	5	7	23,952	70,156	90,010	109,213
45 to 70 Miles from Minneapolis	5	8	*	72,688	71,916	70,454	*	3	4	*	60,813	77,289	94,005
More than 70 Miles from Minneapolis	7	20	69,411	76,160	75,062	74,153	82,790	3	4	*	58,761	72,106	85,430
All Reporting Companies													
Previous Year (2022)	66	114	67,971	77,445	78,925	73,164	83,660	38	56	10,501	64,690	80,220	96,491
2023	**66**	**120**	**72,146**	**82,518**	**83,186**	**79,356**	**86,839**	**39**	**62**	**8,978**	**65,810**	**82,961**	**100,056**

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Buyer/Planner

Job Code: 320

Plans and coordinates production material needs with production supervisors/ managers for a specific or multiple product/ part lines to meet production schedules. Sources and purchases materials, equipment or supplies at lowest cost while still meeting quality, quantity and availability needs. Negotiates price and delivery standards for materials. Does not include supervision of others in purchasing function.

Requires equivalent of Bachelor's degree, plus relevant experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	7	12	60,008	67,232	70,044	66,622	73,982	4	7	*	*	*	*
Fabricated Metal Products	8	16	64,184	70,875	64,055	68,276	72,666	5	11	3,137	57,395	73,081	88,311
Industrl Machinery Computer Equip	6	10	65,006	75,126	75,302	72,608	84,640	4	6	*	*	*	*
Misc Manufacturing Industries	9	13	54,470	74,749	78,954	75,187	89,200	6	6	3,975	68,049	86,820	105,585
Data by Number of Company Employees													
Less than 50	5	5	*	64,596	64,596	67,496	*	3	3	*	*	*	*
50 to 99	6	8	48,859	62,391	64,016	63,585	73,265	4	4	*	*	*	*
100 to 199	14	19	65,833	72,735	71,153	69,107	81,450	8	10	4,318	55,221	67,753	81,171
200 to 499	11	20	62,525	73,325	70,362	73,403	78,994	9	15	3,720	62,814	78,920	95,026
500 or More	10	38	63,874	76,495	75,429	74,584	84,018	4	27	*	64,378	84,640	104,367
Data by Company Revenue													
$10 to $19.9 Million	5	6	*	58,088	58,417	60,060	*	3	3	*	*	*	*
$20 to $39.9 Million	7	8	67,109	72,013	72,727	71,781	79,997	3	3	*	*	*	*
$40 to $99.9 Million	14	21	63,410	71,534	69,856	68,221	81,450	11	14	2,998	57,530	71,660	86,822
Over $100 Million	17	52	70,869	77,314	74,701	75,187	84,286	10	38	6,095	62,959	81,192	99,132
Data by Area													
Within 20 Miles of Minneapolis	27	44	65,520	72,710	74,052	73,982	80,000	16	23	4,337	60,265	76,633	93,000
20 to 45 Miles from Minneapolis	9	13	63,991	73,008	73,269	68,772	83,905	5	6	10,980	58,458	73,317	89,725
45 to 70 Miles from Minneapolis	6	6	52,624	69,505	69,505	66,489	81,527	4	4	*	*	*	*
All Reporting Companies													
Previous Year (2022)	51	106	56,947	65,636	66,789	67,324	73,008	25	57	5,866	57,783	72,761	87,515
2023	**46**	**90**	**63,066**	**71,460**	**71,784**	**69,948**	**79,998**	**28**	**59**	**4,969**	**60,235**	**76,032**	**91,978**

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Director, Supply Chain

Job Code: 411

Provides leadership and direction to accelerate firm's growth through strategic supply chain practices. Typically serves as a member of the executive leadership team providing supply chain vision in alignment with business objectives. Representative job duties include: Ensuring supply chain strategy, practices and initiatives are aligned with the company's business objectives; developing and leading organization-wide processes; identifying and implementing best in class technology and infrastructure suitable to the scope and size of the business.

Requires Bachelor's degree in Business Administration, Supply Chain Management or related field, or an equivalent combination of education and related business experience, and 10+ years of experience in supply chain management, and 3 - 5 years of management experience. Report to Top Operations Executive or CEO.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	5	5	*	162,958	162,958	150,967	*	2	2	*	136,180	171,270	209,377
Misc Manufacturing Industries	8	9	111,400	142,689	147,668	127,498	184,503	4	4	*	*	*	*
Data by Number of Company Employees													
50 to 99	5	5	*	113,576	113,576	110,000	*	1	1	*	*	*	*
100 to 199	6	6	119,282	153,815	153,815	144,009	189,072	5	5	22,209	*	*	*
200 to 499	15	16	135,000	155,651	157,641	156,313	175,510	9	9	29,368	128,346	164,745	202,655
Data by Company Revenue													
$40 to $99.9 Million	10	10	118,346	142,053	142,053	135,262	157,198	6	6	15,006	*	*	*
Over $100 Million	14	15	143,471	161,550	163,280	153,681	183,640	8	8	34,335	127,471	161,701	197,442
Data by Area													
Within 20 Miles of Minneapolis	18	19	118,896	143,195	145,526	140,725	171,250	9	9	28,562	118,641	154,086	189,534
20 to 45 Miles from Minneapolis	5	5	*	172,521	172,521	178,762	*	4	4	*	*	*	*
All Reporting Companies													
Previous Year (2022)	29	34	116,698	143,417	141,964	139,464	165,800	11	11	36,158	123,048	157,358	192,838
2023	**30**	**31**	**120,381**	**148,314**	**149,578**	**146,767**	**175,128**	**17**	**17**	**26,759**	**127,022**	**161,407**	**196,722**

* 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.

Expediter

Job Code: 331

Locates customer orders and follows through to expedite the processing of orders. Works closely with customer service, production supervisors, and production planners to ensure customer satisfaction and minimize process disruption. Seeks assistance to resolve conflicts and clarify production priorities.

Requires a high school diploma or equivalent plus 2 years of relevant experience in a variety of company production positions. Must have math and problem solving skills.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
All Reporting Companies													
Previous Year (2022)	7	9	21.57	24.62	24.05	24.51	27.37	0	0	*	*	*	*
2023	**6**	**6**	**22.43**	**25.55**	**25.55**	**25.17**	**29.03**	**5**	**5**	**2,312**	*	*	*

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Import/Export Coordinator

Job Code: 122

Prepares commercial documents for shipments to and receipt from international customers/vendors in accordance to Federal regulations. Works with Shipping Department and other departments to ensure that commercial documents accurately reflect the physical shipment with regard to country or origin, free trade agreement status, and HTS classification. Resolves discrepancies and, where possible, determines and implements processes to prevent recurrence.

Requires Bachelor's degree and knowledge of domestic and international shipping protocols.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Number of Company Employees													
Data by Company Revenue													
Data by Area													
All Reporting Companies													
Previous Year (2022)	5	5	*	26.43	26.43	24.48	*	0	0	*	*	*	*
2023	**8**	**9**	**26.76**	**32.95**	**34.73**	**30.77**	**40.58**	**5**	**6**	**6,343**	*	*	*

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Manager, Logistics

Job Code: 482

Responsible for managing processes involved in the company's supply chain. Coordinates the activities of several internal and/or external company units or vendors, including providers of raw materials and distributors of finished goods. Typical duties include monitoring the quality, cost and efficiency of the movement and storage of goods; coordinating and controlling the order cycle and associated information systems; analyzing data to monitor performance and plan improvements; allocating and managing staff resources according to changing needs; negotiating with customers and suppliers; identifying and resolving logistical problems. Reports to Top Supply Chain Executive.

Requires Bachelor's degree in business administration, logistics or transportation, plus a minimum of 5 years of experience in a logistics, traffic, or distribution function of a manufacturing organization. This IS NOT the top supply chain position. Report your top Supply Chain position in job 412.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	8	8	57,096	82,493	82,493	82,191	110,800	5	5	7,256	*	*	*
Data by Number of Company Employees													
100 to 199	8	8	77,656	89,214	89,214	86,896	101,896	8	8	8,082	*	*	*
200 to 499	12	14	85,538	97,520	100,203	97,802	113,058	8	10	7,470	79,210	98,144	117,082
Data by Company Revenue													
$40 to $99.9 Million	10	10	76,454	88,644	88,644	85,585	101,191	8	8	5,405	*	*	*
Over $100 Million	11	13	89,793	109,936	110,915	109,658	116,300	9	11	12,733	91,529	112,807	134,087
Data by Area													
Within 20 Miles of Minneapolis	14	16	77,158	88,951	92,370	91,540	105,988	12	14	8,121	80,768	101,987	123,210
20 to 45 Miles from Minneapolis	5	5	*	95,184	95,184	100,000	*	4	4	*	*	*	*
All Reporting Companies													
Previous Year (2022)	23	26	75,254	86,343	87,979	85,000	100,922	14	17	9,633	77,225	94,792	112,667
2023	**27**	**29**	**79,997**	**93,487**	**95,060**	**89,793**	**109,658**	**21**	**23**	**8,785**	**88,062**	**109,240**	**130,419**

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Manager, Materials

Job Code: 201

Develops material sources and oversees forecasting of future material needs. Directs the acquisition of materials and oversees materials inventory. Oversees and coordinates traffic services. May coordinate planning and scheduling of production. Directly supervises employees in the materials function.

Requires a Bachelor's degree in business, logistics or equivalent and over 7 years of relevant experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	9	9	102,590	120,096	120,096	126,690	135,639	3	3	*	84,768	107,982	132,366
Data by Number of Company Employees													
100 to 199	9	9	101,885	113,648	113,648	115,653	129,011	7	7	6,274	87,910	112,435	136,964
200 to 499	6	6	84,333	105,698	105,698	93,691	139,396	3	3	*	*	*	*
500 or More	6	10	85,886	109,899	99,418	113,080	130,768	2	3	*	*	*	*
Data by Company Revenue													
$40 to $99.9 Million	9	9	90,001	116,299	116,299	122,700	135,639	6	6	6,950	79,288	103,819	128,355
Over $100 Million	11	15	90,000	106,322	100,288	112,000	126,690	4	5	*	91,205	113,713	137,387
Data by Area													
Within 20 Miles of Minneapolis	10	14	74,639	98,217	94,068	92,519	119,371	8	9	13,005	*	*	*
20 to 45 Miles from Minneapolis	8	8	112,442	120,366	120,366	118,940	135,958	2	2	*	99,089	125,275	152,336
All Reporting Companies													
Previous Year (2022)	19	24	85,280	100,888	101,358	104,700	118,022	11	16	8,339	80,804	103,504	126,579
2023	**23**	**27**	**90,000**	**107,104**	**103,637**	**113,769**	**127,500**	**13**	**14**	**10,817**	**86,438**	**109,755**	**133,774**

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Manager, Purchasing

Job Code: 480

Responsible for all company procurement activities including raw materials used in manufacturing as well as finished goods, equipment and supplies related to company operations. Directs and supervises and provides functional expertise to personnel involved in the sourcing, negotiation and purchasing of all items procured. Prepares department budget and establishes policies, systems and procedures to effectively and economically control company procurement activities.

Requires Bachelor's degree in business administration, or equivalent, plus a minimum of 5 years of experience in a purchasing function in a manufacturing organization. Representative job titles include: Purchasing Manager, Procurement Manager, Purchasing Director.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	9	9	72,500	100,025	100,025	99,986	114,504	4	4	*	*	*	*
Fabricated Metal Products	15	16	77,480	88,732	87,523	84,914	98,020	6	6	10,767	86,173	106,539	127,781
Misc Manufacturing Industries	7	7	78,998	102,887	102,887	100,006	130,004	5	5	10,253	*	*	*
Data by Number of Company Employees													
50 to 99	8	9	67,595	84,233	82,584	79,490	97,505	2	2	*	*	*	*
100 to 199	9	9	79,109	90,144	90,144	90,156	100,797	6	6	8,761	*	*	*
200 to 499	17	19	87,847	103,745	104,344	100,000	113,214	10	12	11,069	92,040	118,733	145,426
500 or More	7	11	96,852	120,379	119,251	120,000	137,699	5	6	14,140	110,280	147,225	185,044
Data by Company Revenue													
$10 to $19.9 Million	5	5	*	83,399	83,399	78,998	*	3	3	*	*	*	*
$20 to $39.9 Million	11	12	68,910	86,411	84,993	90,002	100,006	5	5	4,745	*	*	*
$40 to $99.9 Million	13	13	84,681	99,600	99,600	97,608	113,214	10	10	7,002	*	*	*
Over $100 Million	15	19	96,852	112,048	113,148	101,480	136,439	8	9	15,119	101,019	132,481	164,443
Data by Area													
Within 20 Miles of Minneapolis	26	32	86,648	102,493	104,775	98,797	112,578	18	21	15,208	100,401	130,719	161,038
20 to 45 Miles from Minneapolis	8	8	84,391	99,801	99,801	100,199	109,621	3	3	*	*	*	*
45 to 70 Miles from Minneapolis	7	8	69,389	86,471	84,336	81,500	101,587	4	4	*	*	*	*
All Reporting Companies													
Previous Year (2022)	52	71	79,998	94,524	92,817	91,966	106,915	29	34	9,404	86,730	112,975	136,301
2023	**45**	**52**	**80,748**	**98,944**	**100,189**	**97,608**	**109,965**	**27**	**30**	**11,895**	**95,199**	**127,053**	**154,257**

* 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.

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Manager, Supply Chain

Job Code: 412

Responsible for directing and implementing the planning, procurement, and execution of supply chain management activities. Typical duties include: develops continuous improvement tools and processes; analyzes, plans, and coordinates inventory activities from suppliers to customers including purchasing, warehouse (shipping and receiving), inventory management and order fulfillment related processes; manages the flow of goods and services to ensure on-time delivery to customers; conducts business analysis to support the supply chain; provides financial data and information to the senior management team; advises senior management of problems and recommendations; initiates and leads cross-functional efforts to achieve standardization, substitution or elimination of process components and to adopt new supply chain technologies; identifies, selects and manages the supplier base associated with the assigned portfolio of commodities or services; develops measures to monitor supplier performance; creates and manages supplier agreements for assigned portfolio.

Requires Bachelor's degree in Business Administration, Supply Chain Management or related field, or an equivalent combination of education and related business experience, and 3-5 years of experience in supply chain management. May report to Top Operations Executive.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	7	10	91,000	102,964	102,529	101,515	109,292	6	6	3,215	*	*	*
Industrl Machinery Computer Equip	5	7	*	128,901	136,078	133,000	*	3	4	*	*	*	*
Misc Manufacturing Industries	9	19	115,000	118,500	122,571	119,870	125,618	4	14	*	*	*	*
Data by Number of Company Employees													
50 to 99	8	8	91,374	108,419	108,419	108,430	122,992	3	3	*	*	*	*
100 to 199	6	6	89,619	101,304	101,304	100,331	117,500	5	5	4,715	*	*	*
200 to 499	16	19	97,717	112,525	107,783	112,954	130,904	13	15	8,523	89,634	115,508	141,381
500 or More	10	37	99,886	115,046	119,953	114,665	121,916	6	28	13,507	93,166	120,135	147,067
Data by Company Revenue													
$40 to $99.9 Million	16	19	96,745	113,511	108,613	115,000	133,542	12	14	6,360	84,823	108,887	132,952
Over $100 Million	17	44	96,681	109,799	117,145	110,000	120,236	10	32	12,716	88,435	114,976	141,491
Data by Area													
Within 20 Miles of Minneapolis	21	26	96,325	112,876	112,535	114,338	124,494	16	19	7,916	83,959	110,875	137,748
20 to 45 Miles from Minneapolis	8	20	116,250	122,015	123,971	122,738	131,851	5	17	15,490	*	*	*
45 to 70 Miles from Minneapolis	8	9	93,539	99,921	101,209	97,732	110,954	5	5	7,914	*	*	*
All Reporting Companies													
Previous Year (2022)	44	65	92,624	108,357	110,597	107,668	121,709	29	44	15,099	95,453	118,923	142,755
2023	**41**	**71**	**96,161**	**111,001**	**113,892**	**111,571**	**123,218**	**28**	**52**	**10,396**	**87,046**	**112,634**	**138,206**

* 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.

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Production Planner

Job Code: 330

Plans and develops the master production schedule for manufacturing products to meet delivery dates and/or achieve inventory levels or other distribution goals. Utilizes knowledge of production specifications, manufacturing processes, materials availability, and application of mathematical planning tools to develop plan. Monitors status of production results and prepares reports on results against plan.

Requires a high school diploma or equivalent plus 5 or more years of experience, in addition to thorough knowledge of company manufacturing operations. Representative job titles include Master Planner.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Food & Kindred Products	5	14	*	78,202	66,125	77,638	*	5	14	2,350	*	*	*
Printing, Publishing & Allied	5	13	*	80,005	74,975	75,000	*	4	7	*	*	*	*
Rubber & Plastic Products	13	19	61,199	74,513	74,717	73,507	82,410	5	6	4,024	58,979	70,112	81,246
Fabricated Metal Products	30	50	64,386	74,768	74,496	72,664	82,629	14	18	3,773	64,363	79,399	95,191
Industrl Machinery Computer Equip	9	19	60,969	68,117	64,325	70,331	76,006	5	7	6,690	*	*	*
Electronic & Other Electrical	7	10	50,669	62,809	62,163	63,128	67,393	5	6	4,143	*	*	*
Misc Manufacturing Industries	14	34	64,000	77,669	84,987	68,252	91,232	9	14	3,918	*	*	*
Data by Number of Company Employees													
50 to 99	22	27	59,472	69,859	68,250	65,915	75,641	13	16	5,594	52,987	66,147	79,307
100 to 199	24	30	64,935	72,280	71,328	69,996	78,649	14	15	5,628	56,539	70,879	85,218
200 to 499	30	51	67,156	78,104	76,476	75,722	84,397	17	31	3,767	69,293	85,227	101,008
500 or More	15	87	59,727	72,180	73,126	67,670	83,524	6	33	5,261	58,939	73,957	90,385
Data by Company Revenue													
$10 to $19.9 Million	8	9	64,458	74,566	73,314	70,499	83,294	4	4	*	*	*	*
$20 to $39.9 Million	24	32	60,912	71,233	70,380	67,358	77,485	12	15	2,985	54,705	66,836	78,967
$40 to $99.9 Million	33	52	64,754	73,361	73,210	72,850	81,300	22	34	3,543	61,724	77,000	92,274
Over $100 Million	27	103	66,498	76,689	74,040	76,086	83,524	13	43	6,210	62,249	77,785	93,999
Data by Area													
Within 20 Miles of Minneapolis	54	117	64,972	73,583	73,556	71,579	81,482	32	63	5,781	59,684	74,222	88,758
20 to 45 Miles from Minneapolis	17	36	62,305	73,023	72,250	67,670	80,308	6	8	1,958	58,161	73,830	88,848
45 to 70 Miles from Minneapolis	15	21	59,509	74,306	74,403	75,000	82,087	9	10	3,255	63,644	81,644	99,572
More than 70 Miles from Minneapolis	8	24	63,778	75,971	71,464	71,591	84,004	6	17	3,605	61,795	71,403	83,836
All Reporting Companies													
Previous Year (2022)	90	214	60,070	67,732	69,536	66,447	73,875	51	85	4,405	56,204	70,136	84,139
2023	**94**	**198**	**64,000**	**73,800**	**73,155**	**71,402**	**82,022**	**53**	**98**	**4,834**	**60,798**	**75,643**	**90,788**

* 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.

Purchasing Clerk

Job Code: 200

Purchases simpler, repetitive materials, supplies, parts, or equipment when purchasing routines and sources of supply have been established. Places orders and follows up to expedite delivery. Maintains department files and provides clerical assistance to higher-level department members.

Requires a high school diploma or equivalent plus 1 to 2 years of relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	8	11	24.76	28.41	28.67	28.34	32.49	4	6	*	*	*	*
Fabricated Metal Products	7	8	22.26	24.99	25.36	24.00	28.00	2	3	*	*	*	*
Data by Number of Company Employees													
Less than 50	7	7	22.27	25.84	25.84	25.13	28.00	3	3	*	*	*	*
100 to 199	7	9	23.50	25.49	25.70	24.06	28.00	4	6	*	*	*	*
200 to 499	11	13	22.98	27.64	28.05	27.41	31.05	7	9	4,311	22.95	28.91	34.86
Data by Company Revenue													
$10 to $19.9 Million	6	6	21.69	25.55	25.55	26.26	28.62	3	3	*	*	*	*
$20 to $39.9 Million	7	9	24.06	27.97	28.19	28.00	29.96	3	4	*	*	*	*
$40 to $99.9 Million	8	11	22.25	25.75	26.49	24.18	30.80	6	9	1,926	*	*	*
Over $100 Million	7	8	26.00	29.72	29.36	28.08	31.05	4	5	*	24.95	30.95	37.22
Data by Area													
Within 20 Miles of Minneapolis	13	14	24.39	27.23	27.42	27.41	30.50	7	7	4,138	*	*	*
20 to 45 Miles from Minneapolis	8	9	22.07	27.52	27.57	25.75	30.21	2	3	*	*	*	*
45 to 70 Miles from Minneapolis	7	8	22.76	25.35	25.29	24.87	28.08	5	6	2,216	21.42	26.75	32.08
All Reporting Companies													
Previous Year (2022)	33	45	21.25	24.55	25.92	24.18	26.41	19	24	3,002	19.15	23.55	28.32
2023	**32**	**38**	**23.11**	**26.91**	**27.14**	**27.04**	**29.12**	**18**	**23**	**2,736**	**22.59**	**27.68**	**32.88**

* 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.

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Laboratory Assistant

Job Code: 454

Under direction, performs basic laboratory procedures. Collects and processes lab specimens and evaluates their acceptability. Completes necessary laboratory documentation. May perform limited testing procedures.

Requires high school diploma or GED, plus 1 year of related experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Number of Company Employees													
100 to 199	5	14	*	28.31	28.72	27.66	*	4	12	*	*	*	*
Data by Company Revenue													
Data by Area													
Within 20 Miles of Minneapolis	6	14	25.68	27.58	28.12	27.20	30.50	4	9	*	*	*	*
All Reporting Companies													
Previous Year (2022)	7	10	20.27	25.03	25.54	24.40	29.96	4	7	*	19.71	24.88	29.73
2023	**9**	**20**	**25.17**	**27.05**	**27.50**	**27.04**	**28.96**	**7**	**15**	**3,209**	*	*	*

* 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.

R&D Analytical Chemist

Job Code: 455

Utilizes chemicals, chemical compounds and chemical processes to create new products and technologies in manufacturing, pharmaceuticals or agriculture. May focus on the design and testing phases of R&D projects. Work in laboratories conducting tests that may involve mixing different chemicals or polymers together to discover the results and chemical properties. Utilizes computerized databases that contain searchable lists of chemicals and chemical reactions. Research results used to brainstorm ideas for new products. Carfully documents every project. Records all variables, such as chemical type, amount, compound components, chemical temperature and test duration, and adheres to safety standards during laboratory testing, such as wearing protective clothing and taking additional precautions as needed.

Requires Bachelor's degree in Chemistry or related field and 5 or more years of relevant experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Chemicals & Allied Products	5	26	*	71,302	71,525	71,888	*	4	23	*	*	*	*
Data by Number of Company Employees													
Data by Company Revenue													
$40 to $99.9 Million	5	16	*	75,178	74,452	73,242	*	4	14	*	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	8	24	61,386	82,568	75,262	76,864	100,020	7	21	4,755	*	*	*
All Reporting Companies													
Previous Year (2022)	10	22	63,354	78,223	75,297	74,136	91,898	7	15	5,645	65,041	81,326	97,608
2023	**10**	**34**	**68,155**	**82,314**	**75,616**	**77,541**	**98,127**	**9**	**31**	**4,597**	*	*	*

* 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.

Line Lead/Cell Lead

Job Code: 371

Oversees a team of assemblers cross trained in all tasks associated with assembling an entire product or component of a product. Participates in making management decisions affecting the work. Supervises assemblers and train employees on job procedures. May work as part of the team.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Food & Kindred Products	6	63	22.75	24.92	24.40	24.00	28.04	4	48	*	*	*	*
Chemicals & Allied Products	5	59	*	25.00	23.43	24.13	*	4	52	*	*	*	*
Rubber & Plastic Products	17	142	22.73	25.12	24.99	24.82	27.38	8	63	3,337	19.96	24.20	28.65
Fabricated Metal Products	24	315	23.68	27.24	27.37	26.62	29.66	15	100	2,209	23.05	26.90	30.62
Electronic & Other Electrical	5	46	*	25.35	24.08	24.62	*	3	27	*	*	*	*
Misc Manufacturing Industries	14	295	22.20	26.55	27.37	26.32	28.06	10	257	3,728	24.14	29.55	32.86
Data by Number of Company Employees													
Less than 50	7	14	24.00	26.58	25.87	25.39	29.86	5	7	3,131	*	*	*
50 to 99	18	76	25.08	27.40	28.14	26.54	29.42	9	33	1,858	25.40	30.04	34.70
100 to 199	20	86	21.90	25.67	24.18	24.53	29.17	14	35	2,743	21.22	*	28.69
200 to 499	28	347	23.82	26.24	26.47	26.09	27.65	16	172	2,143	22.29	26.25	30.29
500 or More	14	742	23.27	25.82	27.72	24.84	28.03	10	441	4,315	21.22	26.02	30.99
Data by Company Revenue													
Under $9.9 Million	6	18	22.70	28.41	29.36	29.19	33.68	3	5	*	*	*	*
$10 to $19.9 Million	10	45	21.93	25.58	26.35	24.41	27.73	5	14	1,495	*	*	*
$20 to $39.9 Million	20	117	23.28	25.45	24.77	25.65	27.58	11	43	3,805	20.63	25.35	28.57
$40 to $99.9 Million	25	199	24.35	27.39	27.67	26.96	30.58	18	142	1,675	23.88	28.71	33.71
Over $100 Million	26	880	23.22	25.42	27.30	25.33	27.23	16	475	4,194	21.48	25.50	29.76
Data by Area													
Within 20 Miles of Minneapolis	48	434	23.37	25.99	25.52	25.11	27.58	30	307	3,532	21.67	26.38	30.41
20 to 45 Miles from Minneapolis	17	488	25.60	28.44	29.05	27.97	31.99	10	289	4,081	25.90	30.55	35.99
45 to 70 Miles from Minneapolis	15	139	23.28	25.86	26.13	27.37	27.73	11	55	1,895	22.49	26.35	29.98
More than 70 Miles from Minneapolis	8	207	20.91	23.73	26.60	23.70	26.65	3	37	*	20.91	24.87	28.66
All Reporting Companies													
Previous Year (2022)	81	1,077	22.48	24.99	25.89	24.25	26.88	42	429	3,367	20.06	24.22	28.21
2023	**88**	**1,268**	**23.30**	**26.23**	**27.12**	**25.93**	**28.35**	**54**	**688**	**3,562**	**22.36**	**26.73**	**30.80**

* 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.

Manager, Manufacturing

New Job in 2022

Job Code: 518

Manages the manufacturing function in a plant, from raw materials to finished goods and including production planning, typically through subordinate supervisors. Responsibilities may also include materials, distribution and/or manufacturing engineering.

Requires a Bachelor's degree in business or engineering, or equivalent. 8 years of relevant experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Printing, Publishing & Allied	5	9	*	116,694	110,665	95,878	*	4	8	*	*	*	*
Rubber & Plastic Products	11	15	90,000	99,510	97,016	100,500	107,494	8	11	6,617	*	*	*
Fabricated Metal Products	19	44	96,221	111,404	110,373	107,735	123,600	11	13	8,781	86,325	109,346	132,429
Electronic & Other Electrical	5	7	*	87,645	91,464	85,051	*	1	1	*	*	*	*
Misc Manufacturing Industries	11	16	97,850	111,196	109,948	105,029	137,008	7	9	8,386	97,045	124,924	152,809
Data by Number of Company Employees													
50 to 99	13	15	83,756	98,275	97,914	98,114	107,658	9	10	8,125	79,233	98,668	118,891
100 to 199	15	17	85,010	102,750	104,386	97,011	130,000	11	12	7,529	73,591	*	120,195
200 to 499	26	54	97,443	115,172	108,820	107,532	134,532	15	22	8,816	92,839	117,807	143,367
500 or More	10	46	101,497	111,819	116,287	113,049	123,600	4	22	*	86,147	113,264	139,449
Data by Company Revenue													
$10 to $19.9 Million	6	8	83,884	96,693	96,412	87,505	113,226	4	5	*	*	*	*
$20 to $39.9 Million	15	16	90,958	101,944	101,042	98,114	107,682	12	13	8,537	74,079	91,961	112,910
$40 to $99.9 Million	21	36	90,971	112,011	110,490	105,000	134,633	16	24	7,773	87,874	112,437	136,662
Over $100 Million	22	72	100,147	113,903	113,043	108,395	123,968	8	25	32,412	90,145	116,641	143,198
Data by Area													
Within 20 Miles of Minneapolis	35	51	91,175	109,953	109,715	105,000	134,430	22	29	9,912	84,419	106,342	128,689
20 to 45 Miles from Minneapolis	16	39	93,509	108,371	117,044	108,311	128,960	11	30	26,208	86,430	112,529	137,828
45 to 70 Miles from Minneapolis	10	22	88,504	102,186	99,157	98,907	118,627	6	7	7,012	82,125	113,539	137,859
More than 70 Miles from Minneapolis	6	23	93,428	103,911	105,360	104,034	113,059	2	2	*	*	*	*
All Reporting Companies													
Previous Year (2022)	55	100	83,468	99,156	100,118	95,306	112,000	28	43	10,171	77,141	100,028	121,701
2023	**67**	**135**	**91,175**	**107,875**	**109,370**	**105,000**	**123,600**	**41**	**68**	**16,797**	**84,611**	**108,643**	**132,023**

* 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.

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Plant Manager

Job Title Changed in 2022

Job Code: 212

Develops plant policies consistent with company policies and objectives. Coordinates schedules based on sales levels and production capacity. Develops and maintains plant budgets. Oversees utilization and maintenance of buildings and equipment, and directs facilities changes, and equipment acquisitions. Participates in facilitating industrial and labor relations.

Requires a Bachelor's degree in business, management, engineering or equivalent and 6 to 10 years in manufacturing management.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Food & Kindred Products	6	7	104,496	131,558	134,802	135,561	156,024	6	7	14,976	*	*	*
Printing, Publishing & Allied	8	12	110,102	128,781	127,105	128,376	160,000	7	11	16,916	*	*	*
Rubber & Plastic Products	12	13	94,336	124,116	121,552	111,503	156,045	6	6	23,473	*	*	*
Primary Metal Industries	8	18	106,643	134,383	120,986	121,618	148,992	6	10	16,250	*	*	*
Fabricated Metal Products	23	29	102,336	122,313	120,792	115,000	140,000	12	16	16,150	107,071	136,718	166,871
Industrl Machinery Computer Equip	9	11	88,254	110,310	110,253	110,000	130,974	6	8	8,067	*	*	*
Misc Manufacturing Industries	13	19	94,747	119,278	125,885	109,616	141,246	9	13	30,001	113,359	145,190	177,021
Data by Number of Company Employees													
Less than 50	9	9	95,420	109,305	109,305	107,661	125,518	7	7	9,959	*	*	*
50 to 99	23	28	89,856	110,475	106,573	98,280	126,879	14	18	18,565	90,144	112,679	135,214
100 to 199	25	30	100,961	122,986	120,066	110,000	147,822	19	24	15,066	90,607	113,366	135,818
200 to 499	24	41	104,523	123,459	122,583	120,531	148,992	16	25	15,371	105,569	133,956	162,597
500 or More	12	34	105,731	147,633	128,025	135,247	193,920	7	18	36,452	139,560	183,130	226,166
Data by Company Revenue													
Under $9.9 Million	6	8	74,682	108,777	100,352	104,018	139,532	5	7	12,202	*	*	*
$10 to $19.9 Million	11	11	88,504	100,398	100,398	95,000	115,000	6	6	6,487	*	*	*
$20 to $39.9 Million	19	23	98,280	115,292	116,387	109,500	124,987	10	14	14,853	97,357	117,396	137,434
$40 to $99.9 Million	29	47	104,681	124,918	120,601	121,306	142,500	24	34	14,909	96,508	121,923	146,913
Over $100 Million	27	52	98,920	133,422	125,670	120,474	154,267	17	30	31,144	115,512	150,154	184,918
Data by Area													
Within 20 Miles of Minneapolis	52	78	96,751	119,382	117,089	110,000	139,367	38	62	17,308	99,772	125,395	150,895
20 to 45 Miles from Minneapolis	21	39	94,747	126,582	121,721	120,000	157,324	9	11	35,956	111,384	141,702	171,341
45 to 70 Miles from Minneapolis	10	11	101,468	126,537	123,840	117,139	154,319	10	11	17,499	109,047	146,355	182,143
More than 70 Miles from Minneapolis	10	14	95,542	120,247	121,872	116,334	153,017	6	8	18,096	108,533	134,837	163,845
All Reporting Companies													
Previous Year (2022)	106	160	92,704	116,809	117,096	108,347	131,688	70	93	18,877	102,698	132,008	159,399
2023	**93**	**142**	**96,855**	**121,870**	**119,356**	**112,195**	**140,000**	**63**	**92**	**19,629**	**104,857**	**133,417**	**161,869**

* 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.

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Production Supervisor

Job Code: 211

First level of supervision of production operations in assigned department. Reviews production orders and ensures that production schedules are met. Organizes assigned work, and supervises and assists employees in daily work performance. Anticipates production and personnel problems, and resolves problems to minimize their effect on production. Maintains good housekeeping and enforces safe work practices.

Requires 4 to 6 years of relevant experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Food & Kindred Products	7	50	69,447	73,425	70,685	71,067	79,518	6	45	9,607	*	*	*
Lumber & Wood ex Furniture	5	15	*	68,414	65,194	70,000	*	4	14	*	*	*	*
Printing, Publishing & Allied	9	33	70,980	76,433	75,621	73,500	81,858	8	23	4,801	*	*	*
Chemicals & Allied Products	7	26	72,850	78,011	76,573	77,854	79,383	6	20	3,339	*	*	*
Rubber & Plastic Products	20	71	62,505	71,982	71,381	71,388	78,345	10	28	5,003	68,435	84,443	100,425
Primary Metal Industries	9	80	71,315	77,075	81,394	74,755	84,830	7	27	3,045	*	*	*
Fabricated Metal Products	50	230	68,539	75,320	74,486	74,800	81,634	28	86	3,163	60,641	73,448	86,563
Industrl Machinery Computer Equip	10	37	63,625	78,696	73,472	81,208	88,294	7	31	5,465	*	*	*
Electronic & Other Electrical	7	20	63,128	71,219	70,054	69,805	79,248	5	10	6,685	*	*	*
Measur, Anal & Control Instruments	6	46	69,938	79,389	75,538	79,238	87,116	3	8	*	*	*	*
Misc Manufacturing Industries	25	187	68,545	76,783	81,642	79,040	84,228	18	160	4,707	68,995	86,503	106,256
Data by Number of Company Employees													
Less than 50	22	30	64,870	73,305	71,152	73,122	84,000	19	26	4,035	*	*	*
50 to 99	37	83	69,902	76,692	74,696	75,754	84,115	23	53	5,327	63,411	76,365	94,784
100 to 199	35	107	70,800	75,703	74,917	76,333	82,521	22	54	4,383	61,738	75,596	89,324
200 to 499	43	289	68,840	74,720	74,415	74,630	78,808	29	146	4,722	62,305	77,281	92,070
500 or More	21	320	69,656	76,769	78,968	72,985	81,597	13	209	6,566	63,574	81,767	100,888
Data by Company Revenue													
Under $9.9 Million	17	26	61,997	71,112	69,056	68,640	83,343	13	21	2,948	*	*	*
$10 to $19.9 Million	20	46	70,289	75,790	74,470	74,840	85,275	12	25	4,658	*	*	*
$20 to $39.9 Million	32	107	66,865	73,972	74,801	75,027	80,200	21	61	5,361	63,078	75,993	89,088
$40 to $99.9 Million	43	203	71,318	77,287	74,678	77,319	82,331	31	121	3,392	63,903	79,600	94,711
Over $100 Million	45	446	69,656	75,770	77,616	73,500	83,268	27	257	6,728	61,475	77,980	94,908
Data by Area													
Within 20 Miles of Minneapolis	86	318	70,087	76,110	76,125	76,793	82,813	61	214	6,338	63,102	78,354	93,594
20 to 45 Miles from Minneapolis	40	295	70,906	77,263	79,663	74,900	84,000	22	169	5,525	65,371	80,797	99,073
45 to 70 Miles from Minneapolis	17	102	67,837	70,948	70,195	71,456	76,010	12	53	2,606	58,534	73,369	88,706
More than 70 Miles from Minneapolis	16	116	63,461	70,853	72,065	68,224	77,101	11	52	4,954	61,212	74,670	88,770
All Reporting Companies													
Previous Year (2022)	170	848	64,241	71,253	72,180	71,317	78,094	99	419	4,973	58,401	72,963	87,641
2023	**159**	**831**	**69,073**	**75,319**	**76,086**	**74,800**	**82,331**	**106**	**488**	**5,504**	**62,392**	**77,361**	**93,048**

* 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.

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Deburrer, Class A

Job Code: 340

Sets up and controls operation of deburring and related tooling machines to perform drilling, deburring, tumbling, or chamfering operations on metal products. Inspects results with appropriate gauges to ensure conformance to specifications. Works on complex parts requiring exacting tolerances.

Requires trade school and 2 years of experience or equivalent.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	8	24	17.86	20.94	21.29	21.66	23.05	5	13	1,117	*	*	*
Data by Number of Company Employees													
200 to 499	5	27	*	22.25	24.72	22.69	*	4	8	*	*	*	*
Data by Company Revenue													
$40 to $99.9 Million	5	12	*	22.32	22.61	22.32	*	3	5	*	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	11	58	21.00	22.87	23.62	22.69	25.49	8	17	945	18.61	22.18	25.51
All Reporting Companies													
Previous Year (2022)	14	80	19.99	22.01	21.87	21.40	23.24	7	14	2,289	18.67	22.33	26.41
2023	**15**	**71**	**20.47**	**22.09**	**23.05**	**22.32**	**24.57**	**11**	**25**	**1,164**	**18.17**	**22.17**	**25.97**

* 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.

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Deburrer, Class B

Job Code: 341

Operates deburring and related tooling machines to perform drilling, deburring, tumbling, or chamfering operations on metal parts. Loads elements to be deburred into tumbler hopper or feed mechanisms of machines and monitors deburring process. Works on less complex job assignments and where supervision to resolve questions or problems is readily available.

Requires a high school diploma or equivalent plus 1 year of relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	12	44	18.05	20.21	20.41	19.81	21.26	7	26	1,772	*	*	*
Data by Number of Company Employees													
200 to 499	7	61	16.07	19.27	20.94	20.72	21.05	4	40	*	*	*	*
Data by Company Revenue													
$20 to $39.9 Million	5	39	*	20.36	20.59	20.72	*	3	26	*	*	*	*
$40 to $99.9 Million	5	38	*	19.69	21.31	21.00	*	3	34	*	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	9	60	18.61	20.00	21.07	20.00	21.59	5	46	2,593	*	*	*
All Reporting Companies													
Previous Year (2022)	18	168	16.46	18.77	19.82	18.94	20.20	11	74	787	16.51	19.53	21.70
2023	**17**	**104**	**18.61**	**20.76**	**21.05**	**20.81**	**22.17**	**9**	**63**	**2,279**	**16.44**	**20.19**	**22.39**

* 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.

Grinder, OD, ID and Surface

Job Code: 344

Sets up and operates surface grinders to grind cylindrical and tapered surface of rotating work pieces, such as tool, die, and machine parts to close tolerances. Determines operation sequences and selects appropriate abrasive wheels. Verifies dimensions of ground work piece using measuring instruments.

Requires trade school and 2 years of experience or equivalent.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	6	18	17.76	22.38	24.58	21.87	26.69	1	7	*	*	*	*
Data by Number of Company Employees													
Data by Company Revenue													
Data by Area													
Within 20 Miles of Minneapolis	7	21	19.61	25.29	28.19	25.53	30.15	3	13	*	*	*	*
All Reporting Companies													
Previous Year (2022)	11	37	20.76	23.81	25.10	22.89	28.63	6	22	1,901	*	*	*
2023	**11**	**32**	**18.10**	**23.76**	**26.03**	**24.00**	**29.74**	**0**	**0**	*	*	*	*

* 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.

Grinder, Tool and Cutter

Job Code: 342

Sets up and operates ID/OD grinders equipment to perform grinding on a variety of tools, step drills, reamers, boring bars, etc., to close tolerances. Determines operation sequences and selects appropriate abrasive wheels. Uses precision measuring devices to assure quality.

Requires trade school and 2 years of experience or equivalent.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Company Revenue													
All Reporting Companies													
Previous Year (2022)	5	11	*	25.28	22.44	23.50	*	0	0	*	*	*	*
2023	**5**	**14**	*	**26.95**	**26.49**	**27.14**	*	**0**	**0**	*	*	*	*

* 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.

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Plater

Job Code: 351

Prepares and maintains plating solutions and performs metal finishing operations. Monitors quality of plating solution and inspects finished parts.

Requires high school diploma and 3 or more years of experience or equivalent.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	6	19	21.43	27.76	25.54	27.38	33.19	2	9	*	*	*	*
Data by Number of Company Employees													
100 to 199	5	23	*	28.04	26.22	29.75	*	1	3	*	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	5	26	*	24.85	25.48	25.70	*	1	1	*	*	*	*
All Reporting Companies													
Previous Year (2022)	11	79	20.83	22.57	22.98	22.56	23.78	0	0	*	18.22	22.61	25.98
2023	**11**	**49**	**24.21**	**27.26**	**25.78**	**26.20**	**30.55**	**4**	**11**	*	**19.44**	**24.89**	**30.21**

* 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.

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Robotic Welder Operator

Job Code: 506

Loads metal parts into fixtures for the robot to weld, chooses the appropriate program for the parts being welded and ensures that the welds meet company standards.
Requires technical training in welding or equivalent experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	10	47	22.41	25.10	24.12	24.38	27.61	4	18	*	20.32	24.07	27.82
Data by Number of Company Employees													
Data by Company Revenue													
Over $100 Million	5	34	*	22.98	22.38	22.51	*	3	17	*	20.32	24.07	27.82
Data by Area													
All Reporting Companies													
Previous Year (2022)	10	48	20.66	24.53	22.01	23.77	27.14	4	21	*	*	*	*
2023	**11**	**52**	**22.10**	**24.74**	**23.84**	**23.69**	**27.50**	**5**	**23**	**1,371**	**20.32**	**24.07**	**27.82**

* 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.

Rough Grinder

Job Code: 228

Sets up and operates metal/material removing grinder equipment. Responsible for the rough removal of excess material. Work is generally repetitive. Requires some trade school and up to 2 years of experience.

Data by Industry	Number of: Firms	Number of: EEs	Base Wage ($ per hour): 25th Percentile	Base Wage ($ per hour): Average	Base Wage ($ per hour): Weighted Average	Base Wage ($ per hour): Median	Base Wage ($ per hour): 75th Percentile	Bonus Paid ($ per year): Number of: Firms	Bonus Paid ($ per year): Number of: EEs	Bonus Paid ($ per year): Wtd. Avg. Paid	Pay Range ($ per hour): Average Minimum	Pay Range ($ per hour): Average Midpoint	Pay Range ($ per hour): Average Maximum
Data by Company Revenue													
Data by Area													
Within 20 Miles of Minneapolis	5	19	*	20.39	20.45	20.05	*	5	16	1,823	*	*	*
All Reporting Companies													
Previous Year (2022)	7	21	19.25	21.07	21.56	20.60	20.75	4	10	*	18.63	21.76	25.05
2023	**8**	**41**	**20.05**	**21.91**	**23.15**	**21.12**	**22.06**	**8**	**36**	**1,132**	*	*	*

* 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.

Sheet Metal Worker

Job Code: 226

Sets up and operates a variety of sheet metal working tools and equipment to produce sheet metal pieces to meet product specifications.

Requires trade school certificate or equivalent and 2 to 3 years of relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	11	122	19.73	21.05	20.98	21.00	22.64	4	19	*	18.88	22.08	25.80
Data by Number of Company Employees													
200 to 499	6	89	19.40	21.03	21.08	20.84	23.02	2	10	*	19.01	22.13	25.78
Data by Company Revenue													
Over $100 Million	5	53	*	24.01	25.17	23.53	*	2	23	*	19.87	23.33	27.31
Data by Area													
Within 20 Miles of Minneapolis	10	136	20.35	22.70	23.19	22.08	24.60	6	50	2,080	20.88	25.13	29.37
All Reporting Companies													
Previous Year (2022)	21	264	18.44	21.74	21.41	21.50	24.95	11	121	1,732	19.09	22.82	26.60
2023	**15**	**162**	**20.00**	**22.59**	**22.76**	**21.52**	**25.95**	**7**	**52**	**2,012**	**19.84**	**23.71**	**27.88**

* 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.

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Spot Welder

Job Code: 327

Sets up and operates spot-welding equipment to perform welding operations on a variety of parts or products. Positions or handles work with or without use of fixtures. Selects electrodes and regulates current settings.

Requires high school diploma or equivalent, plus 1 year or more of relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	8	28	19.74	22.18	21.31	23.06	23.63	1	1	*	*	*	*
Data by Number of Company Employees													
200 to 499	5	18	*	23.73	20.97	23.62	*	0	0	*	*	*	*
Data by Company Revenue													
Data by Area													
Within 20 Miles of Minneapolis	6	21	23.49	25.09	24.54	24.74	26.59	1	5	*	*	*	*
All Reporting Companies													
Previous Year (2022)	14	49	20.90	23.02	23.05	23.21	25.28	8	27	2,227	20.88	23.88	27.41
2023	**12**	**38**	**20.30**	**23.19**	**22.48**	**23.37**	**25.97**	**4**	**9**	*	*	*	*

* 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.

Welder, Class A

Job Code: 227

Performs complex wire, stick, gas, or heliarc welding on varied operations where considerable experience is required. Considers type and gauge of material to be welded and makes adjustments for proper heat. Places metal parts to be welded on fixtures, attaches jigs, clamps, etc., as needed to hold parts in proper position.

Requires technical training and 3 to 5 years of relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	23	224	25.75	27.49	27.22	27.13	29.53	10	72	1,169	21.55	25.94	30.47
Industrl Machinery Computer Equip	5	43	*	28.85	29.02	26.31	*	4	36	*	*	*	*
Misc Manufacturing Industries	7	64	27.62	29.76	27.66	29.38	30.57	5	48	3,847	*	*	*
Data by Number of Company Employees													
50 to 99	10	49	25.97	27.88	28.29	29.02	30.14	6	23	899	*	*	*
100 to 199	7	64	25.75	28.04	26.31	26.31	33.60	4	19	*	*	*	*
200 to 499	10	104	25.38	26.81	27.51	26.59	27.64	7	55	3,384	20.65	25.60	30.46
500 or More	7	111	27.13	29.15	27.82	28.53	29.92	3	62	*	24.55	29.06	33.57
Data by Company Revenue													
$10 to $19.9 Million	6	26	28.62	30.82	30.17	30.37	33.25	2	9	*	*	*	*
$20 to $39.9 Million	8	61	21.98	25.99	24.51	26.93	29.13	6	16	1,109	*	*	*
$40 to $99.9 Million	12	117	25.81	28.14	28.59	26.41	31.39	8	64	3,811	22.96	27.92	32.55
Over $100 Million	10	134	25.38	27.98	27.47	27.66	28.93	5	75	1,576	22.94	27.77	32.69
Data by Area													
Within 20 Miles of Minneapolis	15	87	26.69	28.92	29.42	28.40	31.22	10	48	2,558	24.09	28.89	33.47
20 to 45 Miles from Minneapolis	11	118	26.25	29.47	28.58	28.60	32.67	4	66	*	*	*	*
45 to 70 Miles from Minneapolis	6	59	24.53	26.40	24.24	26.66	28.86	3	21	*	*	*	*
More than 70 Miles from Minneapolis	6	78	24.27	25.40	26.40	25.49	26.18	4	29	*	*	*	*
All Reporting Companies													
Previous Year (2022)	44	440	24.73	27.04	26.12	26.49	29.05	20	162	2,125	23.07	26.92	30.66
2023	**38**	**342**	**25.94**	**28.13**	**27.55**	**27.69**	**29.94**	**21**	**164**	**2,340**	**22.83**	**27.37**	**31.99**

* 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.

Welder, Class B

Job Code: 439

Performs routine welding positions characteristic of longer production runs. Positions materials to be welded and uses equipment to achieve weld desired. May weld on steel, stainless or aluminum using a variety of methods including gas, shielded metal arc, gas-tungsten arc, gas-metal arc. Works from specifications, drawing and welding symbols.

Requires technical training and 1 year or less of related experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	20	421	22.90	24.62	24.73	24.24	26.73	9	103	1,838	19.99	23.89	27.94
Industrl Machinery Computer Equip	10	124	24.69	27.31	27.84	27.84	30.19	5	86	3,479	*	*	*
Data by Number of Company Employees													
Less than 50	6	24	25.68	26.47	26.49	26.35	27.44	3	5	*	*	*	*
50 to 99	9	89	23.62	26.04	24.45	25.25	28.75	2	12	*	*	*	*
200 to 499	13	251	23.01	24.99	24.90	24.13	27.68	7	69	4,751	20.08	24.39	29.09
500 or More	6	226	21.25	25.58	25.96	24.21	31.55	4	122	*	*	*	*
Data by Company Revenue													
$10 to $19.9 Million	5	43	*	25.96	25.40	26.31	*	1	3	*	*	*	*
$40 to $99.9 Million	12	166	23.90	26.24	26.30	26.19	28.72	6	64	1,170	20.68	25.05	29.41
Over $100 Million	14	398	22.27	25.01	25.30	23.69	29.80	9	182	5,156	20.35	24.82	29.60
Data by Area													
Within 20 Miles of Minneapolis	15	190	24.65	27.06	26.66	26.74	29.80	8	118	5,239	21.39	26.09	31.21
20 to 45 Miles from Minneapolis	9	110	24.63	26.61	26.42	26.31	28.19	3	5	*	*	*	*
45 to 70 Miles from Minneapolis	6	93	21.50	23.80	26.39	23.07	25.91	4	55	*	*	*	*
More than 70 Miles from Minneapolis	8	253	21.11	23.55	23.99	23.48	24.53	5	85	4,020	19.88	24.15	28.54
All Reporting Companies													
Previous Year (2022)	37	420	21.46	23.44	23.36	23.25	25.77	19	122	2,321	20.52	24.33	28.23
2023	**38**	**646**	**23.59**	**25.70**	**25.53**	**25.11**	**28.34**	**20**	**263**	**3,889**	**20.57**	**24.82**	**29.30**

* 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.

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CNC (Swiss) Turning Center, Setup and Operate

Job Code: 495

Programs, sets up, calibrates, and operates Swiss computer numerical control (CNC) turning center to produce complex parts and components down to subminiature levels in required quantities. Sets up machine using knowledge of job requirements and materials used to enter control panel settings. Performs production operations, monitoring machine performance and quality continuously. Works under general supervision.

Requires completion of related trade school program and 2 to 4 years of experience with Swiss style machines. Must have math and computer skills and the ability to make precise adjustments.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	5	15	*	31.98	31.87	32.39	*	5	14	3,590	*	*	*
Data by Company Revenue													
Data by Area													
All Reporting Companies													
Previous Year (2022)	8	28	29.88	32.30	31.17	31.73	35.63	5	21	1,243	*	*	*
2023	**8**	**20**	**30.11**	**31.79**	**31.56**	**31.40**	**33.83**	**6**	**16**	**3,173**	*	*	*

* 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.

CNC EDM, Setup and Operate

Job Code: 336

Programs, sets up, calibrates, and operates computer numerical control (CNC) EDM machines to produce required quantities of parts. Sets up machine using knowledge of job requirements and materials used to enter control panel settings. Performs production operations, monitoring machine performance and quality continuously. Works under general supervision.

Requires completion of related trade school program and 2 to 4 years' related experience or equivalent. Must have math and computer skills and the ability to make precise adjustments.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Area													
All Reporting Companies													
Previous Year (2022)	13	57	22.85	26.82	28.55	28.24	30.62	8	22	2,402	*	*	*
2023	**8**	**24**	**23.56**	**28.71**	**29.11**	**31.00**	**32.21**	**4**	**10**	*	*	*	*

* 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.

CNC Machining Center, Operate Only

Job Code: 335

Operates computer numerical control (CNC) machining center to produce required quantities of parts within specified tolerance limits. Monitors machine performance and part quality continuously, reporting problems to supervisor. Works under general supervision.

Requires completion of related trade school program and 1 to 3 years' of related experience or equivalent.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	13	176	21.59	24.13	23.47	23.38	25.90	7	34	1,660	18.74	*	28.73
Data by Number of Company Employees													
50 to 99	6	86	22.75	25.07	24.01	23.82	26.66	3	14	*	*	*	*
200 to 499	5	46	*	22.41	21.13	22.23	*	3	22	*	*	*	*
500 or More	5	144	*	25.29	27.84	25.04	*	1	10	*	24.04	27.68	31.32
Data by Company Revenue													
Under $9.9 Million	6	42	21.73	24.95	24.12	23.36	28.34	4	25	*	*	*	*
$40 to $99.9 Million	7	58	20.00	23.02	21.83	22.91	24.67	4	27	*	19.18	23.83	28.23
Over $100 Million	6	160	22.74	24.97	27.39	24.21	26.85	1	10	*	24.04	27.68	31.32
Data by Area													
Within 20 Miles of Minneapolis	9	148	22.11	24.56	27.34	24.41	26.44	5	38	888	21.84	26.21	30.38
20 to 45 Miles from Minneapolis	8	60	22.52	24.26	23.45	23.82	26.10	4	22	*	*	*	*
All Reporting Companies													
Previous Year (2022)	22	356	20.92	23.42	24.92	22.80	25.49	13	121	1,636	20.47	24.83	28.94
2023	**22**	**322**	**22.17**	**24.35**	**25.34**	**23.82**	**25.52**	**12**	**73**	**1,340**	**21.10**	**25.75**	**29.91**

* 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.

CNC Machining Center, Setup and Operate

Job Code: 334

Programs, sets up, calibrates, and operates computer numerical control (CNC) machining center to produce required quantities of parts. Sets up machine using knowledge of job requirements and materials used to enter control panel settings for tool travel, axis movement, and tool speeds. Performs production operations, monitoring machine performance, and part quality continuously. Works under general supervision.

Requires completion of related trade school program and 2 to 4 years' related experience or equivalent. Must have math and computer skills and the ability to make precise adjustments.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	22	146	26.78	30.08	30.53	30.30	33.37	11	64	3,231	23.49	28.92	34.19
Misc Manufacturing Industries	7	243	28.20	30.45	31.06	31.41	34.72	5	127	1,313	24.86	29.91	35.26
Data by Number of Company Employees													
Less than 50	9	41	27.23	30.01	31.43	30.25	33.36	6	34	1,972	*	*	*
50 to 99	9	58	30.42	33.09	33.70	32.47	34.75	4	38	*	*	*	*
200 to 499	11	171	23.59	28.03	28.63	28.20	31.10	7	121	1,576	21.35	25.70	30.11
500 or More	5	137	*	28.36	31.52	27.16	*	1	8	*	26.55	30.79	35.04
Data by Company Revenue													
Under $9.9 Million	8	45	28.67	31.18	32.80	30.17	34.93	6	34	1,944	*	*	*
$10 to $19.9 Million	6	34	30.64	32.08	33.07	32.24	33.37	2	27	*	*	*	*
$40 to $99.9 Million	9	150	23.76	28.89	29.60	29.39	32.71	5	99	1,073	22.05	26.85	31.35
Over $100 Million	11	187	25.24	27.68	29.99	27.16	31.10	5	39	3,075	24.12	28.19	32.42
Data by Area													
Within 20 Miles of Minneapolis	20	337	28.59	30.58	31.04	30.22	33.65	11	178	1,751	24.78	29.91	34.72
20 to 45 Miles from Minneapolis	11	60	25.95	30.03	30.97	30.50	32.00	6	24	2,853	*	*	*
All Reporting Companies													
Previous Year (2022)	35	487	25.07	27.88	29.03	28.20	29.84	19	95	3,176	22.69	27.25	31.71
2023	**38**	**452**	**27.14**	**30.05**	**30.67**	**30.30**	**33.27**	**20**	**217**	**2,025**	**24.08**	**28.96**	**33.74**

* 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.

CNC Turning Center, Operate Only

Job Code: 339

Operates computer numerical control (CNC) turning center to produce complex parts and components down to subminiature levels in required quantities. Performs production operations, monitoring machine performance and quality continuously. Works under general supervision.

Requires completion of related trade school program and 2 to 4 years' related experience or equivalent. Must have math and computer skills and the ability to make precise adjustments.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	5	26	*	26.67	28.20	25.77	*	4	12	*	*	*	*
Data by Company Revenue													
Data by Area													
All Reporting Companies													
Previous Year (2022)	9	52	20.00	22.96	22.54	22.92	25.49	4	27	*	*	*	*
2023	**7**	**33**	**22.50**	**25.98**	**27.57**	**25.77**	**28.16**	**6**	**14**	**2,147**	*	*	*

* 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.

CNC Turning Center, Setup and Operate

Job Code: 338

Programs, sets up, calibrates, and operates computer numerical control (CNC) turning center to produce complex parts and components down to subminiature levels in required quantities. Sets up machine using knowledge of job requirements and materials used to enter control panel settings. Performs production operations, monitoring machine performance and quality continuously. Works under general supervision.

Requires completion of related trade school program and 2 to 4 years' related experience or equivalent. Must have math and computer skills and the ability to make precise adjustments.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	5	22	*	25.34	26.10	26.75	*	5	22	3,417	*	*	*
Data by Area													
All Reporting Companies													
Previous Year (2022)	10	34	25.90	27.91	26.96	27.82	29.97	5	25	2,961	*	*	*
2023	**7**	**31**	**23.57**	**26.68**	**27.20**	**27.93**	**29.79**	**6**	**25**	**3,057**	*	*	*

* 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.

Laser, Setup and Operate

Job Code: 345

Sets up and operates computer-controlled laser machine to perform specified functions. Trims excess material from electronic components. Assesses quality of operation using a variety of measurement instruments.

Requires trade school and 2 years of experience or equivalent.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	16	73	21.92	24.85	24.44	24.73	25.89	6	10	2,091	*	*	*
Data by Number of Company Employees													
Less than 50	5	10	*	24.69	24.88	25.00	*	3	3	*	*	*	*
50 to 99	6	15	24.13	28.02	26.26	25.56	33.62	2	2	*	*	*	*
200 to 499	6	42	21.14	24.03	25.06	24.12	27.57	3	9	*	20.39	24.99	29.59
Data by Company Revenue													
$10 to $19.9 Million	6	18	21.61	24.54	24.68	25.03	26.54	3	4	*	*	*	*
Over $100 Million	5	45	*	20.18	20.94	19.89	*	3	5	*	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	12	51	23.26	25.18	24.88	24.73	27.23	9	18	1,030	*	*	*
20 to 45 Miles from Minneapolis	5	41	*	24.06	22.05	25.41	*	0	0	*	*	*	*
All Reporting Companies													
Previous Year (2022)	23	140	21.00	23.85	22.90	23.42	26.41	8	26	2,805	*	*	*
2023	**23**	**116**	**21.50**	**24.40**	**23.42**	**24.32**	**26.05**	**12**	**25**	**1,604**	**21.11**	**24.99**	**32.07**

* 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.

Lathe, Automatic, Setup and Operate

Job Code: 346

Tends lathes that cut, shape, drill, bore, thread, or face metal work pieces according to specifications. Operates machine to feed tools to work piece. Observes machining operation to detect malfunction or excessive tool wear. Uses measuring devices to verify work piece conforms to specifications.

Requires high school diploma or relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	6	26	20.42	23.43	24.16	22.59	26.26	3	11	*	*	*	*
Data by Company Revenue													
Data by Area													
Within 20 Miles of Minneapolis	5	9	*	26.25	26.95	26.68	*	3	7	*	*	*	*
All Reporting Companies													
Previous Year (2022)	10	54	20.31	23.20	23.38	23.40	25.46	5	18	3,274	*	*	*
2023	**12**	**39**	**20.54**	**24.26**	**24.46**	**23.97**	**28.67**	**7**	**21**	**3,558**	*	*	*

* 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.

Machinist - Journeyman

Job Code: 230

Performs the most critical machine duties to produce parts, fixtures, and basic tooling. Top-level machinist who is not a tool and die machinist. Sets up and operates most machine tools in the shop. Produces high-quality work within close tolerances. Works with more exotic materials and complex designs.

Requires trade school certificate plus considerable relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	7	39	29.08	34.86	35.57	33.75	37.93	2	2	*	26.35	*	35.21
Data by Number of Company Employees													
50 to 99	5	7	*	31.31	31.23	33.00	*	2	2	*	*	*	*
200 to 499	5	41	*	35.21	36.35	36.58	*	4	21	*	28.25	*	38.91
Data by Company Revenue													
$40 to $99.9 Million	6	52	34.75	38.92	36.25	37.25	41.61	3	20	*	29.00	*	40.06
Data by Area													
Within 20 Miles of Minneapolis	11	42	32.33	36.46	35.23	36.58	39.76	6	23	2,814	27.78	35.80	43.81
All Reporting Companies													
Previous Year (2022)	13	93	29.90	31.92	33.74	33.66	35.26	0	0	*	27.31	31.83	36.52
2023	**16**	**77**	**31.60**	**34.87**	**35.31**	**35.58**	**38.08**	**8**	**25**	**2,855**	**27.14**	**32.68**	**39.30**

* 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.

Machinist - Manual

Job Code: 332

Produces metal parts to varying specifications of precision using machine tools, such as lathes, milling machines, and spindles. May produce large quantities of one part or small batches or one-of-a-kind items. Plans out job steps referring to blueprints or written specifications. Lays out job operation sequence, determines machine speed and feed rates, and selects tools to perform cutting and finishing operations. Monitors tool operation during machining process. Performs housekeeping and standard preventive maintenance duties. May support machine maintenance by repairing or making new parts for existing machinery.

Requires completion of trade school program and 1 or more years of related experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	6	16	24.64	27.83	29.44	27.70	30.60	4	7	*	*	*	*
Industrl Machinery Computer Equip	10	50	24.46	28.86	27.67	27.82	33.85	6	46	2,837	*	*	*
Data by Number of Company Employees													
50 to 99	9	26	23.19	26.89	26.02	26.25	32.27	3	9	*	*	*	*
200 to 499	5	34	*	29.21	26.62	27.64	*	5	34	2,620	*	*	*
500 or More	5	20	*	29.57	30.90	30.97	*	5	20	2,418	*	*	*
Data by Company Revenue													
$10 to $19.9 Million	5	14	*	27.74	28.07	26.00	*	0	0	*	*	*	*
$40 to $99.9 Million	8	40	24.42	27.77	25.24	28.13	31.20	7	37	1,461	21.08	26.00	30.50
Over $100 Million	7	30	25.23	30.34	30.74	30.97	36.88	7	30	3,868	24.13	31.40	38.69
Data by Area													
Within 20 Miles of Minneapolis	17	72	24.60	29.16	28.33	29.95	33.68	15	58	2,018	23.35	29.95	36.33
All Reporting Companies													
Previous Year (2022)	22	54	24.47	26.74	25.13	27.06	29.87	13	33	3,118	19.59	24.62	29.83
2023	**26**	**95**	**24.46**	**28.39**	**27.62**	**27.82**	**32.78**	**19**	**73**	**2,519**	**21.93**	**27.89**	**33.69**

* 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.

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Milling Machine, Setup and Operate

Job Code: 347

Sets up and operates (variety of) milling machines to mill flat or curved surfaces on metal work pieces. Determines operation sequences and dimensions of finished work piece. Verifies alignment using measurement instruments.

Requires trade school and 2 years of experience or equivalent.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Number of Company Employees													
Data by Area													
20 to 45 Miles from Minneapolis	5	25	*	29.90	24.60	32.00	*	3	9	*	*	*	*
All Reporting Companies													
Previous Year (2022)	6	45	20.36	25.94	24.24	27.20	29.99	0	0	*	*	*	*
2023	**9**	**53**	**22.61**	**27.73**	**24.31**	**29.46**	**32.41**	**6**	**31**	**3,922**	**20.95**	**25.12**	**30.01**

* 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.

Press Brake Operator

Job Code: 225

Operates a press brake to produce precision parts from sheet and plate metal. Does the machine set-up, can work on several machines, and performs one or more steps in the production process. Requires trade school training or equivalent and 2 to 5 years experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	16	115	23.40	25.36	24.62	25.46	27.89	6	13	607	*	*	*
Industrl Machinery Computer Equip	5	55	*	22.01	26.13	21.67	*	2	7	*	*	*	*
Data by Number of Company Employees													
50 to 99	6	18	22.48	24.98	24.89	25.29	28.00	2	2	*	*	*	*
200 to 499	8	65	22.63	25.24	24.10	25.23	29.91	2	4	*	*	*	*
Data by Company Revenue													
$10 to $19.9 Million	5	10	*	26.61	26.14	26.00	*	2	2	*	*	*	*
$20 to $39.9 Million	5	36	*	24.84	25.45	25.35	*	2	5	*	*	*	*
$40 to $99.9 Million	6	41	22.65	26.85	25.53	27.57	30.51	1	2	*	*	*	*
Over $100 Million	7	88	16.03	22.64	25.05	23.68	27.76	4	13	*	18.70	21.21	25.14
Data by Area													
Within 20 Miles of Minneapolis	14	121	24.73	26.80	26.52	27.66	28.53	7	12	1,418	*	*	*
20 to 45 Miles from Minneapolis	6	23	24.67	25.73	25.99	25.38	26.74	1	4	*	*	*	*
All Reporting Companies													
Previous Year (2022)	29	222	20.12	22.69	22.48	22.81	24.91	13	60	1,690	20.11	22.51	24.91
2023	**25**	**182**	**23.14**	**25.08**	**25.30**	**25.35**	**28.00**	**10**	**23**	**1,283**	**18.70**	**21.21**	**25.14**

* 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.

Punch Press Operator

Job Code: 224

Operates metal fabricating equipment to produce precision parts from sheet and plate metal from a punch press. Does the machine set-up, can work on several machines, and performs one or more steps in the production process.

Requires trade school training or equivalent and 2 to 5 years experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	8	85	21.68	24.82	23.04	24.25	26.67	2	15	*	*	*	*
Data by Number of Company Employees													
50 to 99	5	43	*	25.16	23.79	23.00	*	3	21	*	*	*	*
200 to 499	5	46	*	24.19	22.48	25.00	*	3	5	*	*	*	*
Data by Company Revenue													
Data by Area													
Within 20 Miles of Minneapolis	8	86	21.86	24.73	22.79	24.54	26.77	4	18	*	*	*	*
All Reporting Companies													
Previous Year (2022)	16	118	20.20	22.34	21.79	22.53	24.36	6	41	1,136	18.44	21.98	25.52
2023	**15**	**106**	**22.26**	**24.76**	**23.37**	**25.00**	**27.00**	**7**	**27**	**1,952**	**19.76**	**23.26**	**28.06**

* 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.

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Sheet Metal Layout and Machine Operator

Job Code: 355

Lays out, measures, and marks sheet metal according to blue print specifications. Cuts and shapes the metal using shears, brake presses, or drill presses. May use other equipment to join pieces. Requires trade school or relevant experience, and completion of apprenticeship program.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	8	45	21.52	24.99	24.14	23.69	26.78	3	14	*	*	*	*
Data by Number of Company Employees													
Data by Company Revenue													
All Reporting Companies													
Previous Year (2022)	10	78	19.92	23.73	23.27	22.82	25.96	0	0	*	20.24	22.52	25.55
2023	**9**	**50**	**19.45**	**24.07**	**23.40**	**21.63**	**26.70**	**4**	**19**	*	*	*	*

* 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.

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Model or Prototype Maker

Job Code: 348

Sets up and operates machine tools to produce, fit, and assemble fixtures, parts or machines for experimental or pre-production test and evaluation purposes. Skilled in operating a wide variety of machine tools throughout the shop. Able to work from prints or rough drawings. Verifies dimensions of completed model for conformance to specifications. Tests experimental models under simulated operating conditions.

Requires trade school plus 5 or more years experience or equivalent.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Number of Company Employees													
Data by Company Revenue													
All Reporting Companies													
Previous Year (2022)	7	29	27.34	34.45	34.20	34.28	40.87	0	0	*	29.57	36.05	43.22
2023	**8**	**12**	**29.86**	**35.52**	**34.88**	**33.73**	**43.65**	**0**	**0**	*	**31.83**	**39.04**	**46.73**

* 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.

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Tool and/or Die Maker, Class A

Job Code: 356

Builds machine tools and parts, dies, jigs or fixtures to extremely close tolerances. Lays out and operates bench or machine tools to construct, alter, and repair dies, jigs, fixtures, or special tools. Requires two years of trade school and 5 or more years experience gained through on the job instruction, apprenticeship programs, and increasingly more complex assignments.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	18	71	29.90	33.98	32.80	34.32	37.09	10	25	2,208	25.48	31.06	36.65
Misc Manufacturing Industries	5	12	*	36.07	33.67	35.00	*	3	3	*	*	*	*
Data by Number of Company Employees													
50 to 99	6	17	32.04	35.70	33.83	35.50	39.98	4	4	*	*	*	*
100 to 199	7	19	34.16	36.52	36.38	36.57	38.50	1	5	*	*	*	*
200 to 499	14	52	28.53	33.24	31.20	34.03	37.34	10	24	1,999	24.69	30.77	36.85
Data by Company Revenue													
$10 to $19.9 Million	5	16	*	36.46	34.46	37.05	*	2	2	*	*	*	*
$20 to $39.9 Million	6	11	33.14	34.71	34.64	33.87	36.04	4	4	*	*	*	*
$40 to $99.9 Million	9	34	29.15	34.10	31.90	34.49	38.78	5	13	1,155	26.54	31.63	36.70
Over $100 Million	10	58	31.11	33.94	33.55	35.49	36.52	6	24	1,835	25.93	32.42	38.79
Data by Area													
Within 20 Miles of Minneapolis	15	45	32.07	34.78	33.58	34.49	37.20	8	8	3,359	28.87	34.99	40.89
20 to 45 Miles from Minneapolis	9	40	36.18	37.05	36.71	36.57	38.13	4	11	*	*	*	*
45 to 70 Miles from Minneapolis	5	25	*	32.85	31.64	32.47	*	3	10	*	25.35	31.29	37.23
All Reporting Companies													
Previous Year (2022)	26	120	30.27	33.26	32.30	32.57	35.29	15	44	1,662	26.10	31.20	36.31
2023	**31**	**124**	**32.07**	**34.58**	**33.37**	**35.00**	**37.20**	**17**	**43**	**1,930**	**26.08**	**32.08**	**38.00**

* 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.

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Tool and/or Die Maker, Class B

Job Code: 357

Builds machine tools and parts, dies, etc., to extremely close tolerances. Lays out and operates machines to construct, alter, and repair dies, jigs, fixtures, or special tools. Requires two year trade school program, or equivalent work experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	7	30	24.97	28.85	30.51	29.27	33.00	2	2	*	23.14	*	33.10
Data by Number of Company Employees													
200 to 499	5	12	*	26.37	28.68	26.99	*	2	2	*	24.48	28.57	32.65
Data by Company Revenue													
Over $100 Million	7	42	26.00	29.85	30.58	29.92	31.31	2	11	*	27.42	31.51	35.89
Data by Area													
Within 20 Miles of Minneapolis	5	19	*	27.84	30.29	26.99	*	2	11	*	*	*	*
All Reporting Companies													
Previous Year (2022)	14	40	24.73	26.97	27.61	25.56	29.83	5	5	2,777	22.70	29.33	34.52
2023	**14**	**58**	**25.59**	**28.72**	**30.64**	**29.59**	**32.07**	**5**	**14**	**8,113**	**25.25**	**30.10**	**34.57**

* 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.

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Molding Machine Operator

Job Code: 242

Operates injection or rotational molding equipment to force heated plastic into pre-made molds to form plastic parts, which may range from simple to very complicated. Operator is responsible for quality of their work. NOTE: This is a higher level position requiring more education and/or experience than survey job code 326: Press Operator.

Requires some trade school education or equivalent and 1 to 3 more years of relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	10	184	18.87	21.04	20.96	20.31	23.83	5	101	3,498	*	*	*
Data by Number of Company Employees													
200 to 499	7	114	19.51	20.79	20.00	19.74	23.24	6	58	3,150	*	*	*
Data by Company Revenue													
$20 to $39.9 Million	5	83	*	20.71	19.96	19.70	*	2	16	*	*	*	*
$40 to $99.9 Million	5	61	*	20.31	19.31	19.74	*	4	38	*	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	7	151	18.50	21.01	21.29	19.70	24.00	4	73	*	*	*	*
All Reporting Companies													
Previous Year (2022)	10	89	18.67	19.95	20.09	19.70	21.23	5	30	3,031	17.67	21.14	25.20
2023	**13**	**203**	**19.08**	**20.77**	**20.85**	**19.74**	**23.51**	**8**	**111**	**3,377**	**18.38**	**23.20**	**28.28**

* 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.

Molding Machine Set Up and Operator

Job Code: 243

Sets up and operates injection or rotational molding equipment to force heated plastic into pre-made molds to form plastic products that may range from relatively simple to very elaborate and complicated. Operator is responsible for quality of their work.

Requires some trade school education or equivalent and 3 or more years of relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	10	65	21.27	24.53	24.84	25.15	26.92	5	18	1,586	*	*	*
Data by Number of Company Employees													
200 to 499	7	43	22.70	25.91	25.38	25.96	28.91	4	16	*	*	*	*
Data by Company Revenue													
$40 to $99.9 Million	5	35	*	26.38	24.93	25.96	*	3	13	*	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	9	53	21.18	24.52	24.50	23.27	27.44	6	14	1,587	20.79	25.72	30.98
20 to 45 Miles from Minneapolis	5	19	*	25.81	25.95	26.76	*	3	4	*	*	*	*
All Reporting Companies													
Previous Year (2022)	21	159	19.56	22.43	22.27	23.00	24.81	10	59	2,019	18.04	21.56	25.81
2023	**17**	**101**	**21.29**	**24.78**	**24.68**	**25.92**	**27.44**	**11**	**37**	**1,665**	**21.20**	**25.86**	**30.86**

* 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.

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Press Operator

Job Code: 326

Operates injection or rotational molding equipment to force heated plastic into pre-made molds to form plastic products that may range from relatively simple to very elaborate and complicated. Monitors press operation and quality of parts produced. Alerts quality inspector, set-up person or supervisor of unsatisfactory parts quality or unusual operating conditions. NOTE: This position requires less education and/or experience than survey job code 242: Molding Machine Operator. Report higher level positions to survey job 242.

Requires high school diploma or equivalent experience, plus 1 or more years of relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	16	391	16.65	18.78	17.91	18.34	21.12	8	135	1,169	16.38	20.22	24.35
Data by Number of Company Employees													
100 to 199	6	174	16.53	20.97	20.14	17.60	26.17	1	21	*	*	*	*
200 to 499	7	202	17.25	18.15	17.57	18.49	19.05	4	91	*	*	*	*
Data by Company Revenue													
$20 to $39.9 Million	7	161	16.53	18.87	17.94	18.49	21.74	2	27	*	*	*	*
$40 to $99.9 Million	5	154	*	18.11	17.72	17.38	*	3	72	*	*	*	*
Over $100 Million	5	259	*	22.32	21.91	22.05	*	2	28	*	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	10	224	16.89	20.47	19.64	18.77	21.75	3	30	*	18.54	*	27.33
20 to 45 Miles from Minneapolis	6	105	15.97	18.28	18.12	17.72	20.00	4	35	*	*	*	*
All Reporting Companies													
Previous Year (2022)	24	784	16.75	19.10	18.57	18.38	20.39	13	187	1,450	17.23	18.92	22.77
2023	**21**	**603**	**16.77**	**19.46**	**19.60**	**18.49**	**21.63**	**10**	**143**	**1,222**	**17.93**	**20.14**	**25.52**

* 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.

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Assembler I - Electronics

Job Title Changed in 2023

Job Code: 251

Under direct supervision performs basic and routine electronic assembly operations on components or sub-assemblies. Uses visual aids, wiring lists, and verbal and/or written instructions to assemble, modify, rework, or reassemble units. Receives detailed instructions on work.

This is an entry-level position requiring a high school diploma or equivalent.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Electronic & Other Electrical	5	237	*	17.20	16.36	17.17	*	3	75	*	*	*	*
Data by Number of Company Employees													
200 to 499	6	122	17.43	20.69	17.49	20.60	22.93	3	7	*	18.26	20.59	22.77
Data by Company Revenue													
$40 to $99.9 Million	5	131	*	19.24	17.57	20.26	*	4	16	*	*	*	*
Over $100 Million	6	253	15.11	19.10	17.35	18.43	22.93	3	82	*	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	7	207	16.29	18.61	17.07	19.61	20.26	5	80	1,034	*	*	*
More than 70 Miles from Minneapolis	5	130	*	19.39	17.01	17.52	*	2	10	*	18.26	20.59	22.77
All Reporting Companies													
Previous Year (2022)	12	212	15.91	18.40	16.92	17.83	20.34	8	102	1,323	17.18	19.79	22.66
2023	**16**	**488**	**16.51**	**18.89**	**17.74**	**19.47**	**20.33**	**8**	**100**	**1,379**	**18.35**	**20.72**	**23.09**

* 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.

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Assembler II - Electronics

Job Title Changed in 2023

Job Code: 252

Under limited supervision performs various electronic assembly operations on components or sub-assemblies. May use schematics or blueprints, wiring lists, and verbal and/or written instructions to assemble, rework, or reassemble units. Assignments are moderately complex. Receives general instructions on new assignments.

Requires a high school diploma or equivalent and 2 to 4 years of relevant work experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Industrl Machinery Computer Equip	5	51	*	24.59	25.14	25.50	*	3	48	*	*	*	*
Electronic & Other Electrical	8	321	16.98	19.01	17.68	17.68	21.61	5	231	1,824	15.76	18.59	21.60
Data by Number of Company Employees													
50 to 99	8	58	18.41	22.04	21.35	21.03	24.61	3	42	*	*	*	*
500 or More	5	367	*	20.39	19.06	17.37	*	3	198	*	*	*	*
Data by Company Revenue													
$20 to $39.9 Million	5	41	*	23.86	21.83	23.79	*	2	27	*	*	*	*
Over $100 Million	7	380	16.87	23.06	19.45	21.66	29.66	4	210	*	22.64	26.50	30.36
Data by Area													
Within 20 Miles of Minneapolis	11	300	17.42	22.46	18.88	22.19	25.63	7	260	1,733	22.11	25.64	29.35
20 to 45 Miles from Minneapolis	5	153	*	21.96	21.66	21.66	*	1	1	*	*	*	*
All Reporting Companies													
Previous Year (2022)	20	399	17.01	20.81	18.77	20.41	23.78	16	227	1,833	18.69	21.94	24.60
2023	**21**	**543**	**17.39**	**22.22**	**19.67**	**21.66**	**25.57**	**10**	**282**	**1,973**	**20.83**	**24.49**	**28.23**

* 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.

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Assembler, Lead - Electronics

Job Title Changed in 2023

Job Code: 253

Under general supervision performs a wide range of non-repetitive electronic assembly operations on components or sub-assemblies. Uses schematics or blueprints, wiring lists, and verbal and/or written instructions to assemble, rework, or reassemble units. Assignments are complex and judgment is required to resolve problems. Receives limited instructions on new assignments. Trains, assists, and provides work direction to lower level assemblers.

Requires a high school diploma or equivalent and 4 or more years of relevant work experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Electronic & Other Electrical	5	89	*	19.62	18.35	19.21	*	3	76	*	*	*	*
Data by Number of Company Employees													
Data by Company Revenue													
$40 to $99.9 Million	5	11	*	26.88	26.47	27.00	*	4	9	*	*	*	*
Over $100 Million	5	131	*	26.00	21.25	24.11	*	3	74	*	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	9	110	21.02	25.29	20.61	25.40	29.33	6	79	1,550	*	*	*
All Reporting Companies													
Previous Year (2022)	17	244	21.22	24.79	22.63	22.55	29.54	10	63	1,991	20.88	24.90	27.85
2023	**14**	**160**	**20.05**	**25.43**	**21.80**	**24.75**	**29.32**	**8**	**84**	**1,888**	**21.98**	**26.03**	**30.07**

* 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.

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Diagnostic Repair Technician

Job Code: 255

Under general direction is responsible for the technical production, testing, inspection, troubleshooting, and repair of units. Works from blueprints, engineering change notices, or established operating procedures to diagnose problems, and recommends repair of faulty units. Prepares and maintains quality reports and records.

Requires a technical degree or equivalent and 2 or more years of relevant experience. Requires the ability to interpret quality control specifications.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Company Revenue													
Over $100 Million	5	29	*	23.88	23.60	26.17	*	2	4	*	*	*	*
Data by Area													
All Reporting Companies													
Previous Year (2022)	8	30	24.54	27.20	25.76	26.60	29.86	5	19	1,403	21.50	23.60	26.85
2023	**9**	**41**	**21.94**	**25.62**	**24.14**	**26.17**	**29.14**	**6**	**16**	**2,085**	*	*	*

* 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.

Assembler I - Clean Room

Job Code: 272

In a clean room environment assembles and/or packages sterile medical products or parts according to detailed production processes. Generally works at an assigned workstation and performs basic, repetitive processes.

This is an unskilled position requiring a high school diploma or equivalent and zero to twelve months of relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Misc Manufacturing Industries	5	43	*	21.49	21.60	21.04	*	3	9	*	18.53	21.40	24.32
Data by Number of Company Employees													
Data by Company Revenue													
$20 to $39.9 Million	6	82	18.62	19.49	19.23	19.26	20.53	3	9	*	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	9	96	19.09	19.88	19.43	19.40	21.28	6	19	2,823	*	*	*
All Reporting Companies													
Previous Year (2022)	10	147	17.55	18.21	18.31	18.28	18.83	4	29	*	15.48	17.76	20.00
2023	**12**	**152**	**19.08**	**20.34**	**19.85**	**19.72**	**21.40**	**7**	**24**	**3,068**	**18.33**	**21.49**	**24.69**

* 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.

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Assembler II - Clean Room

Job Code: 273

In a clean room environment assembles and/or packages sterile medical products or parts according to detailed production processes. Generally works at an assigned workstation and has the ability to perform a minimum of 25% of the procedures in the assembly of a specific product line.

This is a semi-skilled position requiring a high school diploma or equivalent and 2 to 4 years of relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Area													
Within 20 Miles of Minneapolis	7	45	21.12	22.91	22.29	21.74	24.93	6	37	3,227	*	*	*
All Reporting Companies													
Previous Year (2022)	10	94	18.84	20.30	20.04	19.96	21.27	5	34	3,257	17.62	19.76	22.37
2023	**8**	**59**	**20.60**	**22.53**	**21.72**	**21.53**	**24.57**	**6**	**37**	**3,227**	*	*	*

* 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.

Assembler Lead - Clean Room

Job Code: 274

In a clean room environment assembles and/or packages sterile medical products or parts according to detailed production processes. Generally works at an assigned workstation and has the ability to perform a minimum of 75% of the procedures in the assembly of a specific product line. Trains lower level assemblers in manufacturing processes and assists the production supervision in running the department.

This is a semi-skilled position requiring an associate's degree or equivalent and 4 to 6 years of relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Area													
All Reporting Companies													
Previous Year (2022)	8	34	21.54	22.91	23.18	22.87	24.53	5	19	5,894	19.25	22.04	25.52
2023	**5**	**20**	*	**26.15**	**26.38**	**25.54**	*	**4**	**13**	*	*	*	*

* 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.

Saw Operator

Job Code: 402

Sets up and operates saws to meet production schedule requirements and product/customer specifications. Is skilled in safely operating various sawing equipment and knowledgeable in material properties affecting saw operation and results. Performs ongoing quality checks during production operation and is capable of performing preventive maintenance on assigned equipment.

Requires high school diploma or equivalent plus six months or more of relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
All Reporting Companies													
Previous Year (2022)	9	16	20.03	22.03	21.17	22.56	23.50	5	8	1,418	*	*	*
2023	**6**	**9**	**22.33**	**23.85**	**23.25**	**24.00**	**25.75**	**4**	**5**	*	*	*	*

* 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.

Solid Surface Fabricator

Job Code: 508

Reads and interprets plans and blueprints to produce solid surface finished products within tolerances and to specifications. Operates power saws, routers, and hand tools of various sizes to customize solid surface materials.

Requires high school diploma or equivalent plus 1 or more years of relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
All Reporting Companies													
Previous Year (2022)	8	54	18.52	21.07	21.48	21.01	24.11	0	0	*	*	*	*
2023	**5**	**13**	*	**21.58**	**21.51**	**22.00**	*	**0**	**0**	*	*	*	*

* 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.

Compounder/Chemical Mixer

Job Code: 498

Responsible for mixing any batch type independently in a manner consistent with corporate and manufacturing goals, production schedules, quality objectives, and personnel policies. Produce batches passing quality specifications. Maintain accurate inventory. Use steam and cooling water systems to heat and cool batches. Prepare extracts, color blends, and aroma premixes. Make proper use of complex processing equipment. Produce batches passing quality specifications. Maintain accurate inventory. Use steam and cooling water systems to heat and cool batches. Prepare extracts, color blends, and aroma premixes. Proper use of complex processing equipment. Perform tank and pump inspections.

Requires High School Diploma or equivalent. 1-2 years related experience required.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Misc Manufacturing Industries	5	21	*	24.57	24.59	24.67	*	3	13	*	22.23	24.64	27.38
Data by Number of Company Employees													
Data by Company Revenue													
Over $100 Million	7	60	20.35	22.82	23.19	22.40	25.16	4	32	*	20.02	22.21	24.56
Data by Area													
Within 20 Miles of Minneapolis	8	78	22.30	24.57	24.21	24.91	25.58	5	43	2,175	*	*	*
All Reporting Companies													
Previous Year (2022)	12	134	20.04	23.00	22.30	22.91	24.90	8	68	2,408	19.16	22.80	26.73
2023	**12**	**94**	**21.03**	**23.44**	**23.62**	**22.46**	**25.24**	**8**	**49**	**2,325**	**20.71**	**23.61**	**26.71**

* 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.

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Food Production

Job Code: 510

Responsible for working with general and specialized equipment in food production. Follow recipes to produce large batches of food products. May monitor industrial kitchen equipment used in the production of food.

This is an unskilled position requiring a high school diploma or equivalent and zero to twelve months of relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Food & Kindred Products	5	210	*	20.55	20.09	20.54	*	2	86	*	*	*	*
All Reporting Companies													
Previous Year (2022)	8	719	17.01	19.00	18.06	18.64	21.08	0	0	*	*	*	*
2023	**6**	**233**	**19.33**	**21.03**	**20.42**	**20.67**	**23.55**	**0**	**0**	*	*	*	*

* 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.

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Inspector, Tools and Gauges

Job Code: 359

Performs routine testing on quality of tools and gauges used to manufacture product, assuring that products are made according to company standards, customer specifications, and any applicable regulatory standards. Collects samples and performs instrument maintenance and calibration on analytical instrumentation. Maintains complete and accurate records of inspection results. May conduct gauge repeatability and reliability studies.

Requires high school diploma, completion of a quality certification program, knowledge of company-specific quality program, and 4 or more years of experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	8	23	26.15	27.19	26.96	27.08	28.53	6	13	1,737	23.92	27.73	31.54
Data by Number of Company Employees													
100 to 199	7	20	21.19	24.62	23.69	26.00	28.25	3	3	*	*	*	*
200 to 499	8	27	26.39	28.50	28.58	27.99	31.65	5	16	1,349	24.90	29.98	35.06
Data by Company Revenue													
$20 to $39.9 Million	9	26	22.37	26.03	25.63	26.00	29.43	6	10	1,586	*	*	*
$40 to $99.9 Million	6	19	24.47	27.63	27.70	27.99	32.37	3	10	*	25.13	30.54	35.95
Data by Area													
Within 20 Miles of Minneapolis	11	37	26.00	27.67	27.76	28.25	30.90	7	14	869	23.66	29.07	34.48
20 to 45 Miles from Minneapolis	6	29	22.46	27.98	28.50	30.39	31.25	2	6	*	*	*	*
All Reporting Companies													
Previous Year (2022)	23	88	24.00	26.81	26.93	26.75	30.45	9	12	2,569	24.00	29.18	30.99
2023	**21**	**78**	**26.00**	**27.67**	**27.98**	**28.25**	**30.95**	**11**	**25**	**1,212**	**24.25**	**28.83**	**33.40**

* 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.

Manager, Quality Assurance

Job Code: 293

Plans and coordinates the participation of quality engineers in product design, review, and approval. Plans and supervises studies aimed at improving product quality and reliability. Establishes plans to audit and approve vendors for key parts, commodities, and services. Organizes inspection processes to assure that defects are detected at the earliest point in the manufacturing cycle.

Requires a Bachelor's degree in engineering and 6 to 8 years experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Food & Kindred Products	5	9	*	94,850	93,132	100,368	*	5	9	15,893	*	*	*
Printing, Publishing & Allied	5	5	*	127,469	127,469	126,000	*	3	3	*	*	*	*
Rubber & Plastic Products	13	14	85,163	98,169	97,933	102,650	110,802	7	8	12,430	*	*	*
Primary Metal Industries	7	9	88,504	110,380	111,385	121,723	128,003	6	7	4,536	*	*	*
Fabricated Metal Products	25	32	88,881	101,545	100,457	98,617	118,310	13	16	8,803	86,265	108,575	129,921
Industrl Machinery Computer Equip	5	9	*	108,104	109,769	111,850	*	3	3	*	*	*	*
Electronic & Other Electrical	5	11	*	109,289	116,078	97,614	*	3	7	*	*	*	*
Measur, Anal & Control Instruments	5	12	*	136,750	142,761	134,882	*	3	10	*	*	*	*
Misc Manufacturing Industries	13	17	82,004	94,787	99,339	90,233	104,504	11	15	13,492	93,442	123,039	152,641
Data by Number of Company Employees													
Less than 50	8	8	70,380	85,560	85,560	84,295	106,501	6	6	5,539	*	*	*
50 to 99	23	24	85,010	100,071	99,784	93,184	120,016	14	15	10,699	90,678	115,460	140,237
100 to 199	19	22	95,074	105,983	104,999	104,000	115,000	10	13	8,584	85,203	106,779	127,792
200 to 499	25	32	96,848	111,572	111,977	109,990	127,928	19	24	14,888	97,319	125,294	152,945
500 or More	15	41	94,867	114,686	117,024	112,940	128,690	9	26	19,092	89,756	118,497	146,518
Data by Company Revenue													
Under $9.9 Million	9	9	78,090	87,213	87,213	86,700	101,001	6	6	5,080	*	*	*
$10 to $19.9 Million	10	10	67,730	94,975	94,975	93,807	120,297	5	5	10,947	*	*	*
$20 to $39.9 Million	20	24	86,523	102,046	102,605	100,556	113,079	11	14	7,763	*	*	*
$40 to $99.9 Million	21	26	97,515	109,677	107,384	103,000	126,419	17	21	10,051	91,854	119,111	145,510
Over $100 Million	28	56	94,919	115,224	117,448	113,970	131,705	17	36	19,953	94,840	123,031	150,839
Data by Area													
Within 20 Miles of Minneapolis	52	81	90,059	108,844	113,315	108,992	127,954	36	57	14,407	92,147	118,476	144,604
20 to 45 Miles from Minneapolis	18	21	91,423	103,423	102,935	102,521	116,419	10	13	19,511	97,432	126,856	154,980
45 to 70 Miles from Minneapolis	11	11	80,581	100,004	100,004	101,775	107,214	5	5	7,207	86,551	114,830	142,467
More than 70 Miles from Minneapolis	9	14	88,034	98,652	95,021	94,546	111,333	7	9	5,351	83,407	101,143	118,879
All Reporting Companies													
Previous Year (2022)	90	116	85,894	97,908	99,040	97,864	110,945	48	60	10,198	85,379	108,529	131,356
2023	**90**	**127**	**90,175**	**105,660**	**108,429**	**102,825**	**122,493**	**58**	**84**	**13,798**	**91,140**	**117,274**	**142,948**

* 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.

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Quality Assurance Engineer

Job Code: 292

Conducts investigative work to solve quality deviation problems. Develops inspection methods, instruments, and procedures. Designs laboratory test equipment. Oversees critical testing and inspection procedures.

Requires Bachelor's degree in engineering or equivalent and 2 to 4 years of relevant experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	12	30	76,706	85,192	86,803	84,564	95,222	6	7	3,174	*	*	*
Fabricated Metal Products	16	42	71,231	76,190	74,572	75,610	79,763	9	16	4,632	63,368	78,404	93,573
Electronic & Other Electrical	5	16	*	81,103	78,918	84,450	*	3	7	*	*	*	*
Misc Manufacturing Industries	10	30	80,554	87,997	90,328	89,991	96,669	7	21	8,222	75,547	96,077	116,761
Data by Number of Company Employees													
50 to 99	11	15	69,056	84,993	85,285	85,000	94,994	6	6	9,268	66,394	81,606	97,943
100 to 199	12	19	74,048	82,592	83,251	80,318	94,378	6	8	3,678	67,848	84,208	100,566
200 to 499	23	59	72,500	82,530	86,288	81,561	95,299	16	38	4,825	68,617	84,749	100,970
500 or More	12	58	75,119	85,300	82,886	79,060	88,387	6	15	12,344	71,657	94,953	118,420
Data by Company Revenue													
$20 to $39.9 Million	17	29	80,318	87,817	87,098	87,490	95,627	9	11	4,255	71,445	86,128	102,163
$40 to $99.9 Million	20	33	71,695	79,170	82,490	76,735	87,436	13	21	4,766	68,417	83,417	98,413
Over $100 Million	20	86	75,119	85,236	84,783	81,763	96,133	12	35	9,691	68,292	89,168	110,206
Data by Area													
Within 20 Miles of Minneapolis	37	93	75,849	84,004	86,081	83,636	91,752	25	51	6,505	70,083	87,806	105,954
20 to 45 Miles from Minneapolis	12	26	72,407	85,952	91,055	81,126	96,604	4	7	*	75,447	95,401	115,591
45 to 70 Miles from Minneapolis	5	9	*	84,863	84,624	83,949	*	2	2	*	*	*	*
More than 70 Miles from Minneapolis	5	24	*	74,090	71,309	71,127	*	4	8	*	*	*	*
All Reporting Companies													
Previous Year (2022)	57	180	70,640	79,357	80,693	79,787	87,937	32	58	5,272	68,310	86,606	104,884
2023	**59**	**152**	**74,995**	**83,632**	**84,513**	**82,406**	**93,481**	**35**	**68**	**7,287**	**68,797**	**86,616**	**104,761**

* 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.

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Quality Assurance Inspector

Job Code: 364

Performs routine testing on quality of in-process or finished goods according to company standards, customer specifications, and any applicable regulatory standards. Collects samples and performs assigned inspection tasks using various types of equipment. Ensures documentation is complete and accurate. May also inspect production machines and work areas, and perform packaging sampling or testing.

Requires one year of trade school or equivalent and 2 to 4 years of relevant experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Printing, Publishing & Allied	5	17	*	52,838	50,629	49,920	*	3	3	*	*	*	*
Rubber & Plastic Products	12	68	42,339	46,549	46,234	46,392	47,908	6	26	1,431	*	*	*
Primary Metal Industries	5	98	*	51,843	49,555	52,163	*	3	8	*	*	*	*
Fabricated Metal Products	23	84	48,880	53,597	53,553	51,958	58,527	13	53	2,978	41,777	51,402	60,588
Misc Manufacturing Industries	12	62	43,975	51,221	52,933	51,778	57,510	10	37	2,334	42,579	53,346	59,670
Data by Number of Company Employees													
Less than 50	8	13	47,310	51,654	49,426	49,452	54,860	5	8	6,044	*	*	*
50 to 99	18	46	45,703	52,785	51,094	52,496	58,977	10	27	2,917	41,152	49,282	57,670
100 to 199	16	87	43,030	50,918	50,145	50,107	54,147	9	38	2,341	49,283	*	59,988
200 to 499	19	126	43,843	49,468	49,660	47,454	56,216	12	53	1,662	42,150	50,489	58,823
500 or More	13	160	48,854	55,039	51,925	53,009	62,070	8	72	5,032	43,704	56,004	67,886
Data by Company Revenue													
Under $9.9 Million	5	6	*	54,276	53,567	51,958	*	2	3	*	*	*	*
$10 to $19.9 Million	11	43	42,575	52,060	48,443	52,978	61,187	6	20	2,747	*	*	*
$20 to $39.9 Million	19	84	46,384	50,460	51,086	49,109	52,163	11	27	1,449	46,521	56,703	61,546
$40 to $99.9 Million	16	65	44,106	51,852	53,106	51,145	56,005	13	43	3,199	*	*	*
Over $100 Million	23	234	45,880	52,220	50,312	50,220	59,280	12	105	4,047	42,815	53,097	62,202
Data by Area													
Within 20 Miles of Minneapolis	45	248	45,901	52,601	52,803	52,163	58,469	27	129	4,191	45,562	56,734	64,562
20 to 45 Miles from Minneapolis	14	124	45,633	48,914	47,836	48,334	51,642	8	35	1,222	*	*	*
45 to 70 Miles from Minneapolis	11	43	42,640	52,415	47,606	49,650	64,688	6	22	1,608	39,148	45,367	51,337
All Reporting Companies													
Previous Year (2022)	80	468	41,627	48,507	47,611	47,840	54,115	39	142	2,115	40,459	47,399	54,718
2023	**74**	**432**	**45,503**	**51,804**	**50,742**	**50,484**	**56,722**	**44**	**198**	**3,366**	**43,534**	**53,391**	**61,569**

* 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.

Quality Assurance Technician

Job Code: 363

Provides analytical support to quality assurance engineer or manager. Representative duties include troubleshooting testing problems, writing and auditing or maintaining quality procedures, training production personnel in aspects of the quality program or working with suppliers or customers on quality issues.

Requires a high school diploma, completion of a quality certification program, knowledge of company-specific quality program, and 4 or more years of relevant experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Food & Kindred Products	5	47	*	48,452	48,053	47,302	*	4	43	*	*	*	*
Rubber & Plastic Products	15	49	47,882	51,910	50,177	51,376	56,654	8	32	4,353	*	*	*
Primary Metal Industries	6	36	48,100	55,699	55,085	54,030	63,148	3	5	*	*	*	*
Fabricated Metal Products	21	79	53,556	58,524	55,246	57,678	62,972	12	21	2,057	44,367	54,019	63,850
Electronic & Other Electrical	5	26	*	50,205	49,120	50,371	*	3	13	*	*	*	*
Misc Manufacturing Industries	10	28	52,130	58,299	57,038	58,915	64,423	10	27	3,802	*	*	*
Data by Number of Company Employees													
50 to 99	14	26	49,743	57,298	55,815	61,090	64,106	11	18	2,774	46,882	57,694	69,237
100 to 199	23	48	50,778	56,126	54,933	56,534	60,736	15	27	2,268	47,577	58,425	69,266
200 to 499	23	86	48,589	55,895	54,497	54,016	60,694	14	46	3,461	43,602	53,267	63,445
500 or More	16	193	47,484	53,984	53,075	52,909	61,072	11	121	6,072	41,996	52,377	62,950
Data by Company Revenue													
$10 to $19.9 Million	8	13	49,806	57,158	55,429	59,093	63,939	4	5	*	*	*	*
$20 to $39.9 Million	19	37	50,371	56,999	55,760	56,654	64,064	14	24	4,424	50,522	60,892	71,993
$40 to $99.9 Million	23	66	51,376	56,339	55,353	55,825	60,694	16	38	2,215	47,012	58,048	69,080
Over $100 Million	26	232	47,280	54,814	53,250	54,441	60,884	17	141	5,671	42,363	52,609	63,230
Data by Area													
Within 20 Miles of Minneapolis	41	180	50,046	57,388	55,050	57,619	63,735	31	138	4,808	46,532	57,569	69,216
20 to 45 Miles from Minneapolis	21	87	48,655	56,630	55,016	56,101	63,284	12	38	7,715	42,896	54,563	66,390
45 to 70 Miles from Minneapolis	12	33	46,708	51,040	49,516	51,667	53,699	8	16	1,714	41,661	51,770	61,852
More than 70 Miles from Minneapolis	6	58	46,622	52,715	51,366	54,441	57,204	3	23	*	*	*	*
All Reporting Companies													
Previous Year (2022)	72	333	47,145	52,955	50,274	53,546	58,383	38	141	2,966	43,645	52,321	61,317
2023	**80**	**358**	**48,480**	**55,886**	**53,935**	**55,963**	**61,745**	**54**	**215**	**4,715**	**44,349**	**54,687**	**65,343**

* 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.

Receiving Inspector

Job Code: 360

Inspects parts, materials, and supplies received from vendors, verifying that they comply with company quality program requirements. May subject materials to acceptance tests using sampling or other procedures. Issues acceptance or rejection tags based on outcome of review, checking with supervisor on more difficult determinations. Follows company procedures to document rejected materials. Initiates routing of paperwork or makes adjusting entries in the company's computer system to ensure purchasing, inventory, and accounting records remain accurate. May be involved in arranging for pickup or return shipment of rejected materials.

Requires a high school diploma or equivalent plus 1 to 2 years of experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	5	6	*	22.23	21.45	22.71	*	2	2	*	*	*	*
Fabricated Metal Products	5	27	*	22.60	21.58	21.36	*	3	16	*	*	*	*
Data by Number of Company Employees													
100 to 199	7	26	18.50	23.01	24.48	22.34	27.83	4	11	*	20.24	24.15	28.71
500 or More	5	19	*	21.52	20.63	21.55	*	2	6	*	*	*	*
Data by Company Revenue													
$40 to $99.9 Million	6	12	18.99	22.22	21.72	21.38	25.11	4	5	*	*	*	*
Over $100 Million	8	37	20.75	23.50	23.18	23.15	26.20	3	13	*	19.20	22.79	26.90
Data by Area													
Within 20 Miles of Minneapolis	11	37	19.52	22.40	23.28	22.00	25.88	7	18	1,271	20.71	24.90	30.09
20 to 45 Miles from Minneapolis	5	20	*	23.55	22.30	22.71	*	2	15	*	*	*	*
All Reporting Companies													
Previous Year (2022)	22	60	21.55	24.12	22.30	23.70	27.16	12	22	1,860	18.28	22.61	26.92
2023	**20**	**72**	**19.69**	**22.62**	**22.41**	**22.17**	**25.71**	**11**	**35**	**1,494**	**19.47**	**23.53**	**28.12**

* 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.

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Supplier Quality Assurance Engineer

Job Code: 93

Develops, evaluates, revises, and applies technical quality assurance protocols/methods to inspect and test in-process raw materials, production equipment, and finished products. Ensures activities and items are in compliance with both Company quality assurance standards and applicable government regulations. Performs analysis and identifies trends in the inspection of finished products, in-process materials and bulk raw materials, and recommends corrective actions when necessary.

Requires Bachelor's degree in Engineering, and 5 or more years of related experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Number of Company Employees													
500 or More	5	10	*	74,912	75,246	72,747	*	1	2	*	67,886	88,319	108,732
Data by Company Revenue													
Over $100 Million	6	12	72,537	77,851	78,129	74,057	84,434	2	4	*	68,618	89,734	110,834
Data by Area													
Within 20 Miles of Minneapolis	6	8	72,560	82,903	83,962	85,066	90,635	3	5	*	70,262	91,253	112,238
All Reporting Companies													
Previous Year (2022)	14	23	70,226	81,685	81,657	79,611	91,465	5	5	2,176	66,453	85,312	104,158
2023	**9**	**16**	**72,732**	**80,829**	**79,992**	**81,731**	**89,200**	**4**	**6**	*	**68,674**	**88,703**	**108,717**

* 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.

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Director, Product Development

Job Code: 463

Responsible for leading and managing the design and development of new products. Typical duties include: developing product development strategy aligned with business objectives; maintaining knowledge of competitors and customers; setting and monitoring new product standards; working with operations and internal departments to develop product to specifications and quality standards; overseeing development and implementation of marketing strategy.

Requires Bachelor's degree and five to 10 years of product development experience, including 3 to 5 years of supervisory experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Number of Company Employees													
200 to 499	5	7	*	160,743	163,585	154,367	*	4	6	*	*	*	*
Data by Company Revenue													
$40 to $99.9 Million	6	9	123,346	161,788	152,081	160,384	202,083	6	7	31,791	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	7	10	122,004	154,699	154,302	150,000	187,009	6	8	41,453	*	*	*
All Reporting Companies													
Previous Year (2022)	13	16	132,375	154,467	154,252	146,339	182,170	9	11	34,040	135,785	171,002	206,213
2023	**12**	**16**	**131,100**	**160,158**	**156,681**	**158,471**	**185,210**	**10**	**12**	**38,266**	**121,087**	**157,378**	**193,345**

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Manager, R&D

Job Code: 466

Directs, manages, and coordinates product research and development activities. Designs, develops, and improves new or existing products and directs the formulation and testing of new product. Typical duties include: performing and overseeing R&D of new products; supporting R&D strategies by providing information, analysis, and recommendations to senior management; planning, organizing, and monitoring R&D projects, including scheduling resources; estimating possible applications of findings; calculating resources required and cost/benefit; establishing standards and protocols; preparing and documenting research reports, making management recommendations based on results and conclusions. This position typically reports to top R&D position and has responsibility for managing day-to-day R&D activities and personnel.

Requires Bachelor's degree in Science or Engineering, and 5 to 7 years of experience in related industry, including 2 to 3 years of supervisory experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Number of Company Employees													
200 to 499	6	6	118,731	124,436	124,436	127,000	129,757	5	5	19,145	*	*	*
Data by Company Revenue													
Over $100 Million	7	9	104,541	128,737	134,340	127,000	151,774	5	6	15,256	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	10	11	103,782	126,751	129,422	127,464	142,161	10	11	14,533	*	*	*
All Reporting Companies													
Previous Year (2022)	14	18	99,061	116,503	120,002	116,955	134,901	7	11	20,864	97,024	118,622	140,952
2023	**17**	**19**	**113,225**	**133,109**	**135,303**	**127,209**	**153,952**	**13**	**14**	**14,921**	**93,776**	**121,220**	**148,664**

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Product Manager

Job Code: 460

Responsible for the market introduction of assigned product line(s) including market analysis, product strategy, and business case. Typical duties include: researching, identifying, and pursuing new product marketing opportunities; creating merchandising plans for new product directions; directing product planning (establishment of requirements, design planning, creation of prototypes/demo products, sales force preparation), product build (development, quality control, and user testing), program support (pricing, contracts, standard support and operating procedures, user documentation, and client training), sales support (sales training and collateral), and product launch activities.

Requires Bachelor's degree in Business Administration, Marketing or related field, and 5 or more years of experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	7	8	86,093	111,570	107,749	110,157	130,460	4	4	*	*	*	*
Misc Manufacturing Industries	7	18	92,667	113,843	119,005	116,387	140,728	6	15	31,239	93,191	119,703	146,214
Data by Number of Company Employees													
100 to 199	7	11	83,658	95,543	94,815	92,667	110,157	6	10	32,158	67,630	*	111,342
200 to 499	13	32	88,400	113,907	117,310	116,387	134,020	9	25	19,437	97,865	123,638	150,076
500 or More	5	25	*	114,769	107,977	115,186	*	2	4	*	*	*	*
Data by Company Revenue													
$40 to $99.9 Million	11	21	94,414	113,130	111,461	115,572	126,754	9	18	19,115	95,531	121,731	147,931
Over $100 Million	14	41	84,820	108,047	110,119	111,292	132,157	7	13	21,836	87,854	111,648	136,334
Data by Area													
Within 20 Miles of Minneapolis	17	39	99,706	112,198	116,068	115,003	128,164	14	34	18,013	85,704	109,492	133,284
More than 70 Miles from Minneapolis	5	14	*	95,669	94,150	90,707	*	2	2	*	*	*	*
All Reporting Companies													
Previous Year (2022)	25	67	93,664	109,953	108,711	109,036	120,887	19	50	12,474	85,023	112,388	133,838
2023	**29**	**73**	**91,687**	**109,662**	**110,682**	**114,448**	**126,311**	**19**	**41**	**20,991**	**88,332**	**116,690**	**138,777**

* 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.

Director, Business Development

Job Code: 470

Responsible for strategic new business development. Typical duties include: assessing new markets and business opportunities, including prospective acquisitions; developing business plans and transaction structures to execute new business strategies; completing due diligence; overseeing post-transaction operations to ensure adherence to the agreed-upon operating plan; building and maintaining relationships with key accounts and industry alliances; providing feedback on industry and business environment to senior management team. Manages assigned sales, marketing and expense budgets. Participates in strategic sales and company planning.

Requires Bachelor's degree, and 7 to 10 years of experience in sales and marketing or business development, including 1 to 3 years of supervisory experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	5	7	*	136,690	133,119	126,256	*	4	5	*	*	*	*
Fabricated Metal Products	5	6	*	127,853	140,161	109,253	*	3	3	*	*	*	*
Misc Manufacturing Industries	9	11	82,800	123,057	130,321	115,000	172,505	8	8	21,134	*	*	*
Data by Number of Company Employees													
50 to 99	7	7	80,600	117,010	117,010	115,000	166,463	6	6	21,550	*	*	*
100 to 199	11	16	115,003	140,287	145,874	130,000	182,000	9	11	12,772	*	*	*
200 to 499	8	11	107,943	129,699	124,408	125,223	146,226	7	9	24,717	*	*	*
500 or More	5	8	*	164,093	170,973	169,710	*	3	4	*	*	*	*
Data by Company Revenue													
$10 to $19.9 Million	7	7	80,600	109,398	109,398	115,003	122,720	6	6	8,040	*	*	*
$20 to $39.9 Million	9	12	106,626	144,122	151,685	130,000	187,553	7	7	18,575	*	*	*
$40 to $99.9 Million	8	12	117,298	131,251	130,507	129,425	146,226	8	11	20,652	*	*	*
Over $100 Million	7	10	113,011	161,554	167,819	169,710	201,704	4	5	*	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	19	26	115,003	146,449	147,375	149,968	178,006	16	19	19,686	127,095	161,101	195,097
20 to 45 Miles from Minneapolis	7	10	104,000	118,307	124,624	109,253	130,000	6	8	24,237	*	*	*
All Reporting Companies													
Previous Year (2022)	35	47	103,000	128,922	126,775	127,495	157,508	18	19	33,841	116,963	146,667	175,935
2023	**32**	**43**	**107,943**	**135,196**	**139,426**	**125,628**	**168,899**	**26**	**31**	**21,339**	**125,420**	**158,887**	**192,350**

* 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.

Estimator - Sales

Job Code: 322

Provides price, delivery schedule and sales terms in response to quotation requests from customers. Works closely with customer personnel to understand product/part specifications. Applies knowledge of company operations and math skills required for yield calculations to determine material and labor hours necessary to produce customer order. Documents estimates and may correspond directly with customer or through company sales representative. May establish production routing for later use in job scheduling and manufacturing. Follows up with customer to maintain currency on status of quotes.

Requires high school diploma or equivalent experience, plus 5 or more years experience in production and customer service positions.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	7	12	56,992	66,189	65,169	65,000	65,920	2	6	*	52,010	66,071	80,842
Fabricated Metal Products	12	31	71,703	80,138	79,212	77,847	85,585	5	6	5,814	57,133	69,539	81,923
Data by Number of Company Employees													
50 to 99	7	9	56,992	80,561	78,418	85,001	91,000	2	2	*	*	*	*
100 to 199	5	5	*	67,055	67,055	65,000	*	3	3	*	*	*	*
200 to 499	8	23	70,786	74,941	75,008	76,183	79,237	3	5	*	56,828	70,109	83,387
Data by Company Revenue													
$20 to $39.9 Million	5	6	*	70,364	68,110	65,000	*	1	1	*	*	*	*
$40 to $99.9 Million	8	19	63,995	73,544	75,389	74,351	83,396	5	7	4,228	56,907	71,403	85,495
Over $100 Million	8	21	66,108	72,802	71,658	72,997	79,728	2	6	*	56,299	69,310	82,297
Data by Area													
Within 20 Miles of Minneapolis	14	25	64,096	76,361	73,216	76,423	85,604	8	14	4,103	57,669	73,235	88,918
20 to 45 Miles from Minneapolis	8	20	62,832	73,148	77,694	72,076	84,188	2	2	*	*	*	*
All Reporting Companies													
Previous Year (2022)	36	81	65,002	73,466	74,420	72,313	80,370	17	34	6,288	56,001	70,072	84,467
2023	**27**	**56**	**65,000**	**74,386**	**74,605**	**75,586**	**81,994**	**12**	**18**	**4,229**	**55,728**	**69,273**	**82,876**

* 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.

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Field Service Engineer

Job Code: 434

Provides field service engineering and technical assistance to customers in the areas of installation, testing, start-up, maintenance, repair, training and modification of Company product. Under limited supervision, diagnoses and resolves technical problems, providing technical support for product(s). Documents works and delivers reports to management. May perform routine technical training for customers and respond to customer issues by communicating with other engineers and participating in escalation conference calls. Assumes responsibility for complete customer satisfaction within work area.

Requires Bachelor's degree in Engineering or related field of study, and 3 to 5 years of relevant work experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Industrl Machinery Computer Equip	6	30	61,819	79,850	76,961	80,386	96,769	3	10	*	*	*	*
Data by Number of Company Employees													
200 to 499	5	13	*	79,079	76,403	77,802	*	4	12	*	*	*	*
Data by Company Revenue													
$40 to $99.9 Million	6	13	73,429	91,349	91,992	92,750	107,159	4	5	*	*	*	*
Over $100 Million	6	18	60,050	69,411	69,550	66,086	78,668	3	10	*	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	6	13	77,264	86,721	89,856	84,900	96,769	3	4	*	*	*	*
20 to 45 Miles from Minneapolis	5	14	*	82,966	73,048	86,481	*	2	2	*	*	*	*
All Reporting Companies													
Previous Year (2022)	14	50	62,912	69,461	68,470	65,440	81,313	8	28	4,697	*	*	*
2023	**16**	**43**	**61,503**	**78,933**	**76,670**	**76,726**	**91,475**	**8**	**16**	**8,027**	**66,171**	**82,435**	**98,718**

* 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.

Graphic Designer

Job Code: 497

This position focuses on content creation, assisting the Marketing Manager with producing concepts and design materials for print and digital use in addition to performing tasks related to photo / video production and management assistance for various marketing channels.

Requires Bachelor Degree in Graphic Design/Visual Communications or related marketing field and 5+ years experience in the field.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	7	7	58,053	66,755	66,755	67,600	74,000	4	4	*	55,597	69,496	83,396
Misc Manufacturing Industries	6	7	50,937	66,675	69,188	70,073	77,606	4	4	*	*	*	*
Data by Number of Company Employees													
100 to 199	7	15	48,500	61,886	52,152	61,984	69,742	5	7	3,283	58,551	74,273	88,849
200 to 499	12	16	58,836	69,885	69,207	73,073	78,660	9	10	5,685	59,209	74,465	89,721
500 or More	5	9	*	58,248	53,517	50,752	*	2	5	*	*	*	*
Data by Company Revenue													
$40 to $99.9 Million	7	13	48,500	62,464	58,591	61,185	78,707	6	10	3,018	*	*	*
Over $100 Million	14	17	58,040	66,878	66,542	65,709	74,726	8	9	4,491	54,459	68,362	82,265
Data by Area													
Within 20 Miles of Minneapolis	15	31	60,250	65,873	57,726	67,600	75,387	13	19	4,016	57,184	72,292	87,397
20 to 45 Miles from Minneapolis	8	8	52,562	65,292	65,292	65,252	76,259	4	4	*	*	*	*
All Reporting Companies													
Previous Year (2022)	22	32	50,928	62,891	60,137	61,725	70,535	13	17	3,212	51,283	64,816	78,351
2023	**30**	**47**	**54,187**	**64,206**	**59,106**	**62,930**	**74,127**	**20**	**26**	**3,817**	**56,841**	**71,886**	**86,548**

* 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.

Inside Sales Representative

Job Code: 419

Contacts and responds to product/service inquiries from established business accounts by telephone. Interacts with customers to influence buying decisions. Familiarizes customers with new product lines. May investigate delivery or product/services complaints, working with customer service, warehouse, and other company representatives as necessary.

Requires specific industry knowledge and experience of 2 to 5 years.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	5	9	*	64,986	62,973	58,942	*	5	9	10,108	*	*	*
Fabricated Metal Products	16	52	51,007	59,976	59,052	55,980	63,328	8	30	10,720	44,781	55,406	66,027
Industrl Machinery Computer Equip	8	23	48,203	59,002	51,339	63,086	67,239	4	13	*	*	*	*
Electronic & Other Electrical	5	14	*	58,779	57,423	56,160	*	3	9	*	*	*	*
Misc Manufacturing Industries	6	13	53,434	64,629	58,082	67,079	74,728	5	10	12,258	*	*	*
Data by Number of Company Employees													
Less than 50	8	12	46,072	53,459	53,597	53,841	61,925	6	8	13,159	*	*	*
50 to 99	16	30	55,252	66,628	64,836	65,000	72,957	7	14	11,757	58,109	72,219	86,926
100 to 199	12	31	48,297	61,730	58,476	61,928	71,154	11	25	8,473	51,883	66,538	80,269
200 to 499	12	42	55,971	63,850	59,807	62,345	75,641	6	24	13,622	55,923	69,083	82,243
500 or More	5	42	*	56,345	57,565	56,160	*	4	36	*	*	*	*
Data by Company Revenue													
Under $9.9 Million	6	7	47,523	52,705	54,290	52,801	58,850	4	4	*	*	*	*
$10 to $19.9 Million	7	17	44,096	51,957	49,996	47,670	62,500	3	6	*	*	*	*
$20 to $39.9 Million	11	18	61,006	70,285	70,129	65,000	74,610	7	11	15,521	*	*	*
$40 to $99.9 Million	18	66	55,611	65,733	59,633	63,508	76,624	14	54	8,781	58,924	75,246	90,991
Over $100 Million	11	49	48,063	58,741	59,236	56,160	70,658	6	32	15,845	54,485	68,234	81,962
Data by Area													
Within 20 Miles of Minneapolis	28	83	54,836	64,134	59,978	63,990	72,405	20	64	9,933	58,544	73,918	89,678
20 to 45 Miles from Minneapolis	12	39	52,520	64,648	65,907	63,008	75,682	8	30	21,657	*	*	*
45 to 70 Miles from Minneapolis	7	11	49,001	55,892	53,417	53,331	65,000	4	4	*	44,248	54,263	64,272
More than 70 Miles from Minneapolis	6	24	46,058	53,275	49,771	55,287	57,413	2	9	*	*	*	*
All Reporting Companies													
Previous Year (2022)	58	196	52,301	59,442	57,487	58,479	65,196	35	95	14,560	47,183	58,842	69,279
2023	**53**	**157**	**52,666**	**61,932**	**59,431**	**61,095**	**67,883**	**34**	**107**	**12,267**	**55,382**	**69,574**	**83,699**

* 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.

Inside Sales Representative - Senior

Job Code: 422

Contacts and acquires new business by telephone. Develops business in new territories where product line has not been fully established. Maintains relationships with customers and understands their requirements. May train new sales staff.

Requires specific industry knowledge and 5 or more years of experience in same industry.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	9	17	54,329	78,514	73,975	69,992	108,235	4	7	*	*	*	*
Misc Manufacturing Industries	7	14	72,215	80,699	79,501	80,000	93,867	5	8	13,434	*	*	*
Data by Number of Company Employees													
50 to 99	8	14	72,793	81,037	82,292	78,260	90,400	5	6	22,497	*	*	*
100 to 199	6	9	58,130	81,270	74,570	82,519	103,756	4	6	*	*	*	*
200 to 499	8	20	73,602	98,609	97,610	95,224	115,310	4	9	*	*	*	*
500 or More	6	27	50,136	86,685	97,856	87,685	117,917	5	14	10,144	*	*	*
Data by Company Revenue													
$20 to $39.9 Million	6	12	68,245	86,399	81,982	83,100	106,290	4	5	*	*	*	*
$40 to $99.9 Million	10	22	58,130	79,064	84,565	78,260	97,897	8	16	80,876	*	*	*
Over $100 Million	9	32	61,202	84,042	96,420	77,763	109,496	5	13	12,166	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	18	40	69,436	89,296	91,423	81,260	104,522	14	27	55,576	58,858	74,974	91,065
20 to 45 Miles from Minneapolis	6	23	69,125	95,520	99,787	106,842	112,596	3	7	*	*	*	*
All Reporting Companies													
Previous Year (2022)	32	55	65,187	80,401	81,380	79,762	92,847	21	35	17,602	60,812	74,944	88,610
2023	**30**	**75**	**66,392**	**85,263**	**89,247**	**78,260**	**106,172**	**20**	**39**	**42,975**	**55,247**	**69,652**	**84,040**

* 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.

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Manager, Marketing

Job Code: 438

Responsible for the execution of the marketing strategy. Typical duties include: developing and implementing marketing campaigns including advertising media coordination, tradeshows/special events coordination, website development and maintenance coordination, media relations, marketing vendor relations, and public relations. This position may supervise a marketing staff. In larger organizations, this position reports to a Top Marketing position.

Requires Bachelor's degree in Marketing, Communications, or related field, and 5 to 8 years of related experience working in marketing or public relations.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	9	10	72,726	105,738	102,209	108,202	138,932	6	6	6,184	70,511	88,852	107,193
Industrl Machinery Computer Equip	5	8	*	105,798	112,437	107,994	*	5	8	17,027	*	*	*
Electronic & Other Electrical	5	6	*	114,895	111,136	115,000	*	4	5	*	*	*	*
Misc Manufacturing Industries	14	20	99,642	107,807	108,454	107,528	115,750	9	15	14,124	*	*	*
Data by Number of Company Employees													
50 to 99	8	10	94,970	105,506	103,925	103,484	117,249	6	8	18,845	*	*	*
100 to 199	12	13	81,013	105,968	105,893	97,501	121,704	11	12	10,614	85,500	106,146	126,789
200 to 499	16	25	99,064	115,608	113,560	113,377	135,218	10	18	16,180	84,897	106,973	129,049
500 or More	7	12	104,160	116,846	126,598	111,083	130,000	5	9	19,678	*	*	*
Data by Company Revenue													
$20 to $39.9 Million	5	5	*	93,831	93,831	102,961	*	4	4	*	*	*	*
$40 to $99.9 Million	17	19	85,040	104,135	101,741	104,160	115,208	14	15	14,879	67,485	86,868	106,252
Over $100 Million	18	32	102,849	119,853	121,326	113,377	132,750	11	24	16,998	93,266	119,239	145,203
Data by Area													
Within 20 Miles of Minneapolis	27	40	92,342	106,258	110,468	107,078	115,000	20	32	15,326	87,019	111,821	136,614
20 to 45 Miles from Minneapolis	11	11	100,000	123,215	123,215	115,000	136,864	8	8	17,339	*	*	*
More than 70 Miles from Minneapolis	5	8	*	123,268	123,355	123,501	*	3	6	*	*	*	*
All Reporting Companies													
Previous Year (2022)	41	59	90,000	103,703	106,270	97,531	119,233	27	42	13,334	89,125	112,989	137,303
2023	**47**	**64**	**90,003**	**109,237**	**111,326**	**107,978**	**124,800**	**35**	**50**	**15,463**	**86,169**	**110,165**	**134,155**

* 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.

Manager, Sales

Job Code: 314

Manages the sale of products or services for the company or a specific sales district. Is responsible for sales representatives and support staff that may include sales support, inventory, credit, and shipping. Selects and develops distribution sites or outlets.

Requires a Bachelor's degree plus thorough knowledge of all product lines and services, some supervisory experience, and knowledge of all sales plans.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	18	36	99,378	117,284	111,758	111,768	137,947	10	16	44,578	91,915	113,435	134,955
Industrl Machinery Computer Equip	6	9	74,422	97,342	88,226	84,475	134,410	4	7	*	*	*	*
Misc Manufacturing Industries	14	43	91,529	107,885	111,993	100,253	135,511	11	21	36,012	97,295	126,387	155,485
Data by Number of Company Employees													
Less than 50	9	9	84,063	104,398	104,398	100,000	120,000	6	6	22,355	*	*	*
50 to 99	13	22	76,861	98,744	95,129	97,510	123,500	8	12	30,128	*	*	*
100 to 199	10	16	82,501	100,947	98,143	102,499	119,803	8	10	34,822	89,392	109,382	129,369
200 to 499	18	77	95,892	117,766	111,998	111,880	137,947	14	49	29,595	91,219	116,258	141,297
500 or More	5	25	*	102,515	104,545	101,846	*	3	14	*	*	*	*
Data by Company Revenue													
$10 to $19.9 Million	13	17	76,950	94,809	97,986	97,510	105,794	9	9	22,088	*	*	*
$20 to $39.9 Million	7	12	80,756	106,515	93,459	112,000	135,000	5	9	36,131	*	*	*
$40 to $99.9 Million	15	30	100,000	111,259	105,229	109,893	135,000	11	16	24,463	100,212	126,700	153,191
Over $100 Million	17	74	93,474	112,593	109,618	101,846	134,469	12	43	35,459	86,171	109,447	132,723
Data by Area													
Within 20 Miles of Minneapolis	28	90	95,562	106,803	109,053	101,649	118,750	23	63	26,439	93,933	119,267	144,602
20 to 45 Miles from Minneapolis	12	28	81,349	108,005	100,513	102,652	138,036	6	11	44,301	*	*	*
45 to 70 Miles from Minneapolis	9	12	82,966	108,554	106,708	100,506	128,790	7	9	34,402	*	*	*
More than 70 Miles from Minneapolis	6	19	81,634	100,260	101,608	99,743	115,767	3	8	*	75,327	93,751	112,175
All Reporting Companies													
Previous Year (2022)	55	152	81,546	106,489	106,520	105,019	121,316	30	58	27,900	83,986	107,092	130,134
2023	**55**	**149**	**90,126**	**106,638**	**106,310**	**101,452**	**120,000**	**39**	**91**	**28,566**	**87,303**	**109,933**	**132,563**

* 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.

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Marketing Communications

Job Code: 440

Designs, produces, maintains, and updates sales and marketing materials such as brochures, postcards, emails/letters, flyers, newsletters, and advertisements. Assists in the marketing effort associated with conventions, conferences, trade shows, and customer meetings. Coordinates with external vendors in the production of marketing materials, ensuring deliverables, timelines, and quality standards are met. May maintain and update Company websites, drafting copy and recommending design features.

Requires Bachelor's degree in Marketing or Marketing Communications, and 3 to 5 years of related work experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	6	7	58,911	75,978	73,137	76,284	92,204	1	2	*	*	*	*
Industrl Machinery Computer Equip	7	13	55,415	66,032	61,132	60,000	66,997	3	3	*	*	*	*
Misc Manufacturing Industries	7	15	56,992	65,642	67,279	67,750	73,270	5	9	5,060	*	*	*
Data by Number of Company Employees													
Less than 50	6	8	55,104	59,715	59,943	57,204	67,185	4	5	*	*	*	*
50 to 99	12	13	54,418	67,362	67,027	60,025	73,128	3	3	*	57,995	70,311	83,628
100 to 199	6	10	52,727	61,930	59,587	61,100	69,217	4	7	*	*	*	*
200 to 499	9	17	61,533	70,713	70,866	73,270	74,235	6	12	3,560	*	*	*
Data by Company Revenue													
$10 to $19.9 Million	9	13	53,249	63,413	60,159	57,000	72,280	4	7	*	*	*	*
$20 to $39.9 Million	6	7	55,936	60,836	61,145	58,625	66,001	2	2	*	*	*	*
$40 to $99.9 Million	11	17	60,000	70,645	68,053	67,496	74,880	7	12	1,756	*	*	*
Over $100 Million	9	23	55,754	63,616	63,229	63,066	72,334	4	9	*	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	20	35	53,524	66,154	65,503	63,242	73,358	12	23	2,998	58,791	71,822	85,567
20 to 45 Miles from Minneapolis	12	14	59,887	66,397	65,789	63,033	72,909	3	3	*	*	*	*
All Reporting Companies													
Previous Year (2022)	48	77	54,944	66,205	64,225	62,491	76,802	28	39	3,747	55,798	68,945	81,986
2023	**37**	**62**	**55,527**	**64,822**	**63,457**	**60,050**	**72,334**	**18**	**31**	**3,065**	**56,661**	**69,550**	**82,939**

* 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.

National Accounts Manager

Job Code: 425

Develops national sales strategies to increase sales through national sales accounts. Manages only national or key accounts. Typically reports to top sales executive or second level sales manager.

Requires specific industry knowledge and 5 or more years of experience in same industry.

Data by Industry	Number of: Firms	Number of: EEs	Base Salary ($ per year): 25th Percentile	Base Salary ($ per year): Average	Base Salary ($ per year): Weighted Average	Base Salary ($ per year): Median	Base Salary ($ per year): 75th Percentile	Bonus Paid ($ per year): Number of: Firms	Bonus Paid ($ per year): Number of: EEs	Bonus Paid ($ per year): Wtd. Avg. Paid	Pay Range ($ per year): Average Minimum	Pay Range ($ per year): Average Midpoint	Pay Range ($ per year): Average Maximum
Fabricated Metal Products	8	14	93,061	121,679	118,697	125,131	145,630	7	12	32,128	*	*	*
Misc Manufacturing Industries	7	21	126,251	129,241	118,868	134,049	139,090	7	19	51,974	*	*	*
Data by Number of Company Employees													
50 to 99	6	16	101,001	119,143	112,820	113,309	135,685	5	9	39,475	*	*	*
100 to 199	6	22	86,606	109,281	102,530	109,482	134,601	5	14	52,642	*	*	*
200 to 499	18	33	115,224	128,622	126,849	130,630	142,465	16	28	28,015	94,242	120,752	147,261
500 or More	5	21	*	141,493	141,362	155,397	*	3	15	*	*	*	*
Data by Company Revenue													
$20 to $39.9 Million	5	6	*	141,961	137,885	149,350	*	5	6	17,285	*	*	*
$40 to $99.9 Million	14	42	88,730	108,174	104,638	110,708	127,251	11	28	49,618	*	*	*
Over $100 Million	14	32	123,753	138,600	143,024	137,045	156,601	11	23	32,021	102,512	130,089	157,666
Data by Area													
Within 20 Miles of Minneapolis	20	50	109,913	127,607	124,033	128,250	134,905	17	39	30,021	95,128	122,493	149,859
20 to 45 Miles from Minneapolis	6	26	81,294	111,747	106,818	100,374	152,066	4	14	*	*	*	*
45 to 70 Miles from Minneapolis	5	7	*	123,174	122,312	121,988	*	4	4	*	*	*	*
All Reporting Companies													
Previous Year (2022)	35	84	83,068	106,695	110,806	109,096	128,820	25	50	35,268	88,318	113,513	136,493
2023	**35**	**92**	**102,534**	**125,520**	**121,906**	**125,564**	**140,170**	**29**	**66**	**35,404**	**94,489**	**124,735**	**149,515**

* 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.

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Sales Engineer

Job Code: 410

Promotes the sales of company products or services requiring technical knowledge or engineering principles. Serves as a liaison between the customer and the company on engineering matters regarding product applications, sales, installation, and services. May lead installation and servicing of products where engineering is required.

Requires Bachelor's degree in Engineering or related field and extensive product knowledge.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	5	10	*	96,619	97,410	100,000	*	3	6	*	*	*	*
Fabricated Metal Products	9	52	72,488	85,652	83,140	81,075	101,318	5	24	25,357	*	*	*
Industrl Machinery Computer Equip	6	17	69,586	89,891	91,561	87,924	110,646	4	12	*	*	*	*
Misc Manufacturing Industries	5	19	*	118,781	115,443	118,215	*	4	17	*	*	*	*
Data by Number of Company Employees													
50 to 99	7	15	70,000	82,327	89,538	80,000	91,000	2	5	*	*	*	*
100 to 199	8	25	88,204	100,110	98,204	98,533	115,129	4	11	*	*	*	*
200 to 499	12	58	86,645	98,573	92,551	94,397	112,428	10	49	26,642	77,956	99,121	120,287
Data by Company Revenue													
$10 to $19.9 Million	5	11	*	87,121	97,184	74,922	*	2	8	*	*	*	*
$20 to $39.9 Million	9	23	84,025	95,055	95,166	91,889	102,846	5	11	12,661	*	*	*
$40 to $99.9 Million	11	55	88,618	94,804	87,647	93,363	105,872	7	37	27,214	*	*	*
Over $100 Million	8	37	76,853	101,409	96,156	106,702	117,170	4	17	*	74,861	96,808	118,753
Data by Area													
Within 20 Miles of Minneapolis	21	69	88,329	101,097	100,261	100,006	116,126	13	51	12,849	79,482	98,541	118,100
20 to 45 Miles from Minneapolis	5	28	*	85,458	81,478	88,618	*	1	10	*	*	*	*
More than 70 Miles from Minneapolis	5	27	*	85,908	84,128	82,485	*	3	11	*	*	*	*
All Reporting Companies													
Previous Year (2022)	32	95	72,349	91,708	87,512	94,671	101,502	15	50	7,702	71,715	89,625	107,166
2023	**33**	**126**	**81,780**	**95,310**	**92,351**	**93,363**	**106,736**	**18**	**73**	**22,614**	**74,625**	**92,924**	**111,588**

* 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.

Sales Representative - Senior (Outside Sales)

Job Code: 416

Performs field promotional work to sell and develop new business accounts for a specific line or lines of products or services. May include work with existing major accounts as well as new territory development with new targeted customers. Demonstrates products/services and identifies most appropriate solution given customers' need. May provide training to new sales staff.

Requires specific industry knowledge and 5 or more years of experience in same industry.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	7	16	71,751	97,453	88,520	93,848	123,574	3	7	*	*	*	*
Fabricated Metal Products	14	42	84,203	99,796	94,410	92,175	116,345	9	30	30,223	78,982	98,673	118,363
Misc Manufacturing Industries	5	10	*	116,462	106,715	125,000	*	3	7	*	*	*	*
Data by Number of Company Employees													
50 to 99	8	28	81,714	105,969	92,276	99,276	122,277	6	25	61,755	*	*	*
100 to 199	13	30	78,551	97,364	92,689	89,502	115,012	8	16	39,417	73,607	92,473	111,733
200 to 499	15	33	76,066	98,519	97,302	93,787	118,061	9	21	28,873	81,200	100,519	119,839
500 or More	7	57	100,832	112,314	103,623	107,920	112,880	4	20	*	*	*	*
Data by Company Revenue													
$10 to $19.9 Million	7	12	76,667	107,557	100,053	101,920	130,000	4	7	*	*	*	*
$20 to $39.9 Million	7	22	78,764	90,993	90,451	84,989	104,000	6	20	35,133	*	*	*
$40 to $99.9 Million	19	61	77,586	98,191	91,854	93,787	118,061	13	45	44,180	81,426	101,828	121,916
Over $100 Million	11	56	90,547	108,969	105,682	107,920	115,773	5	13	33,462	84,781	108,212	131,644
Data by Area													
Within 20 Miles of Minneapolis	26	76	82,814	100,726	94,433	96,893	115,236	17	51	50,191	80,026	101,066	120,424
20 to 45 Miles from Minneapolis	11	43	87,815	112,150	109,764	112,200	130,000	6	12	27,778	*	*	*
More than 70 Miles from Minneapolis	5	21	*	92,824	92,542	98,552	*	3	16	*	*	*	*
All Reporting Companies													
Previous Year (2022)	44	207	79,998	96,269	89,917	93,694	111,263	25	78	24,949	78,454	98,874	119,608
2023	**45**	**152**	**82,566**	**101,492**	**97,532**	**100,000**	**116,917**	**28**	**85**	**39,610**	**82,050**	**104,169**	**124,848**

* 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.

Sales Representative (Outside Sales)

Job Code: 413

Performs field promotional work to sell and develop new business accounts for a specific line or lines of products or services. Usually assigned a territory where company product line is already established. Demonstrates products/services and may coordinate with company technical engineering services to determine customers' needs. Completes required activity and expense reports, and communicates with credit, inventory, service provider, or other company representative to ensure efficient delivery.

Requires specific industry knowledge and experience of 2 to 5 years.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	7	20	62,000	82,696	83,285	75,005	107,358	4	6	*	*	*	*
Fabricated Metal Products	7	21	77,750	101,295	96,783	97,662	125,000	3	11	*	*	*	*
Misc Manufacturing Industries	6	31	74,751	87,636	88,971	88,015	101,947	3	7	*	*	*	*
Data by Number of Company Employees													
Less than 50	5	13	*	74,276	74,387	79,997	*	4	6	*	*	*	*
50 to 99	11	38	64,646	86,204	86,849	75,005	108,814	5	18	45,746	56,958	72,138	87,314
100 to 199	7	28	68,900	81,285	79,083	75,005	94,994	5	23	12,757	*	*	*
200 to 499	8	48	77,813	90,973	85,287	87,642	104,934	6	22	20,698	67,286	84,733	102,180
500 or More	6	67	68,168	72,239	70,393	71,707	78,338	2	2	*	*	*	*
Data by Company Revenue													
$10 to $19.9 Million	8	22	65,995	87,101	85,941	77,501	108,970	6	14	17,225	*	*	*
$20 to $39.9 Million	8	26	63,187	82,141	83,592	71,952	104,839	4	9	*	54,270	69,559	85,882
$40 to $99.9 Million	9	34	67,496	80,571	79,124	82,255	88,997	6	27	34,284	*	*	*
Over $100 Million	11	111	70,572	80,523	76,147	78,000	93,029	5	20	17,556	61,845	78,424	95,003
Data by Area													
Within 20 Miles of Minneapolis	21	87	66,950	80,862	80,280	78,001	89,019	13	47	17,348	60,961	76,945	93,449
20 to 45 Miles from Minneapolis	9	78	69,996	84,216	77,085	75,005	106,822	6	9	78,941	*	*	*
All Reporting Companies													
Previous Year (2022)	41	170	65,946	81,297	83,106	76,752	94,413	24	82	21,696	61,906	77,520	93,545
2023	**37**	**194**	**69,446**	**82,428**	**78,823**	**78,000**	**96,328**	**22**	**71**	**24,130**	**59,463**	**75,474**	**91,781**

* 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.

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Sales Support Specialist

New Job in 2022

Job Code: 519

Supports sales representatives and channel partners in administrative areas such as customer quotes, order processing, expediting and sales information management and reporting.

Requires high school diploma or equivalent. 2 years experience in an office environment.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	9	16	24.96	27.95	27.59	26.16	32.49	4	6	*	20.48	25.09	29.71
Electronic & Other Electrical	5	21	*	25.55	25.58	25.25	*	3	5	*	*	*	*
Misc Manufacturing Industries	5	7	*	26.67	27.11	24.04	*	4	5	*	*	*	*
Data by Number of Company Employees													
50 to 99	5	5	*	28.38	28.38	26.48	*	3	3	*	*	*	*
100 to 199	7	11	24.04	27.15	27.19	25.00	32.75	4	5	*	24.24	29.14	34.55
200 to 499	11	25	24.04	28.74	30.07	29.08	33.46	7	13	6,821	*	*	*
Data by Company Revenue													
$20 to $39.9 Million	8	11	25.37	29.55	30.67	28.07	34.75	6	8	5,618	*	*	*
$40 to $99.9 Million	7	11	24.04	27.10	25.68	24.92	31.28	4	7	*	*	*	*
Over $100 Million	11	42	23.08	26.38	25.18	25.38	29.08	6	20	2,974	24.41	30.18	35.95
Data by Area													
Within 20 Miles of Minneapolis	14	38	24.38	28.30	28.76	27.28	32.13	9	25	2,448	*	*	*
20 to 45 Miles from Minneapolis	8	14	21.23	28.36	29.20	28.70	35.51	5	8	6,831	*	*	*
More than 70 Miles from Minneapolis	7	22	20.69	25.86	22.63	25.38	29.08	4	6	*	*	*	*
All Reporting Companies													
Previous Year (2022)	22	70	21.50	26.30	26.65	25.99	29.36	10	29	2,506	22.05	27.06	32.19
2023	**31**	**76**	**24.04**	**27.54**	**26.96**	**26.43**	**32.08**	**19**	**40**	**3,827**	**23.28**	**28.54**	**33.97**

* 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.

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Director, Quality and Regulatory

Job Description Revised in 2023

Job Code: 456

Responsible for setting direction and overseeing execution of quality assurance and regulatory compliance programs in a medical device or pharmaceutical company. Typical duties include: assuring Company has quality assurance and regulatory systems and programs that result in compliance with all applicable medical device regulations and standards; overseeing Quality and Regulatory Affairs activities in multiple operating units; interacting with applicable regulatory agencies regarding product compliance; implementing and maintaining a compliant quality system per FDA and ISO requirements; assuring compliance of products manufactured at Company's plants.

Requires Bachelor's degree, and 10 or more years of experience in medical device and/or pharmaceutical quality and/or regulatory management position, including 3-5 years of supervisory experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Misc Manufacturing Industries	5	6	*	139,322	144,701	140,000	*	3	4	*	*	*	*
Data by Number of Company Employees													
100 to 199	5	6	*	169,093	169,510	171,595	*	4	5	*	*	*	*
200 to 499	7	7	115,775	143,431	143,431	136,448	177,705	4	4	*	*	*	*
Data by Company Revenue													
$20 to $39.9 Million	5	5	*	135,704	135,704	138,258	*	4	4	*	*	*	*
Over $100 Million	9	12	133,711	161,684	163,260	167,990	188,110	5	8	44,182	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	14	15	125,343	149,608	151,074	141,500	174,509	10	11	48,275	*	*	*
All Reporting Companies													
Previous Year (2022)	28	35	130,000	153,021	152,568	146,849	169,679	17	18	39,169	119,567	151,255	182,291
2023	**20**	**24**	**127,696**	**149,618**	**152,830**	**144,000**	**172,982**	**13**	**17**	**45,356**	**117,183**	**153,224**	**189,259**

* 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.

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Manager, Quality Control and Regulatory

Job Description Revised in 2023

Job Code: 459

Responsible for implementation, management and coordination of quality and regulatory compliance programs in a medical device or pharmaceutical company, in accordance with Good Clinical Practices.

Requires Bachelor's degree, and 5 to 8 years of relevant experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	5	5	*	93,030	93,030	99,070	*	4	4	*	*	*	*
Data by Number of Company Employees													
100 to 199	5	8	*	98,587	102,044	99,070	*	4	7	*	*	*	*
200 to 499	8	10	94,097	112,238	111,739	108,393	121,186	5	7	12,861	98,631	123,978	149,326
Data by Company Revenue													
$40 to $99.9 Million	5	8	*	107,923	107,878	107,804	*	4	7	*	*	*	*
Over $100 Million	8	17	94,097	116,917	117,679	115,056	133,732	5	14	22,669	95,997	124,886	153,796
Data by Area													
Within 20 Miles of Minneapolis	11	14	99,070	120,384	119,176	120,370	130,842	8	10	16,330	93,802	120,828	148,871
20 to 45 Miles from Minneapolis	5	15	*	111,772	115,199	107,804	*	4	14	*	*	*	*
All Reporting Companies													
Previous Year (2022)	21	34	88,837	106,667	109,125	106,746	122,057	11	13	14,624	92,214	114,581	137,095
2023	**19**	**32**	**99,070**	**112,719**	**114,220**	**109,292**	**124,763**	**14**	**26**	**16,292**	**94,723**	**121,689**	**148,933**

* 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.

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Quality Assurance Specialist

Job Description Revised in 2023

Job Code: 509

Develops, establishes, and maintains quality procedures and records ensuring compliance to QSR, ISO and other applicable requirements in a medical device or a pharmaceutical company. Responsibilities may include performing internal audits to ensure compliance, investigating and resolving quality issues associated with audit findings, participating in external audits and regulatory inspections, assisting with supplier management program to audit and approve vendors, and quality data tracking and analysis.

Requires high school diploma or equivalent, Bachelor's degree in technical or scientific field preferred, plus 3 or more years of relevant experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	5	6	*	73,309	70,018	77,500	*	2	2	*	*	*	*
Data by Number of Company Employees													
200 to 499	5	14	*	58,094	58,982	58,197	*	2	11	*	*	*	*
Data by Company Revenue													
Over $100 Million	6	26	53,867	62,343	61,025	58,766	68,088	3	14	*	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	9	24	56,939	69,487	62,712	59,963	80,350	6	19	2,498	*	*	*
20 to 45 Miles from Minneapolis	6	18	57,546	69,236	64,103	64,310	84,540	3	6	*	*	*	*
All Reporting Companies													
Previous Year (2022)	20	33	52,260	58,992	58,634	58,491	64,418	14	16	3,500	49,503	62,228	73,173
2023	**18**	**45**	**55,176**	**66,126**	**62,409**	**59,105**	**78,600**	**11**	**27**	**4,416**	**53,015**	**72,430**	**85,788**

* 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.

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Regulatory Affairs/Compliance Specialist

Job Code: 278

Plans, performs and documents quality system audits. Responsible for preparation of worldwide regulatory submissions. Assists in reviewing changes to regulatory requirements and delivers training. Reviews and approves product labeling. Acts as Regulatory Representative to product development teams.

Requires 2 to 4 years of experience with regulatory compliance and knowledge of regulatory guidelines. Bachelor's degree in technical or scientific field preferred.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Number of Company Employees													
500 or More	5	11	*	72,660	73,077	70,549	*	3	6	*	56,625	73,680	90,736
Data by Company Revenue													
Over $100 Million	7	14	66,837	83,757	80,871	75,465	105,352	5	9	7,018	66,403	84,936	103,470
Data by Area													
Within 20 Miles of Minneapolis	6	11	79,109	93,041	91,137	92,603	108,426	3	4	*	73,967	95,011	116,055
All Reporting Companies													
Previous Year (2022)	8	12	62,727	76,430	76,765	75,403	93,654	4	8	*	*	*	*
2023	**10**	**19**	**69,621**	**85,640**	**82,563**	**84,729**	**100,549**	**6**	**10**	**6,914**	**67,945**	**87,731**	**106,860**

* 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.

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Assembler I - Electrical

Job Title Changed in 2023

Job Code: 362

Under direct supervision, performs repetitive, short cycle electrical or electro mechanical assembly, following prescribed steps of the assembly process. Uses standard hand tools, soldering devices, fixtures, or jigs suited as instructed. Work may be performed at a bench or clean room environment and be aided through magnification and enhanced lighting of workspace.

Requires a school diploma or equivalent and zero to six months of relevant work experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	5	24	*	21.76	22.32	22.52	*	2	10	*	*	*	*
Industrl Machinery Computer Equip	7	42	22.00	24.64	23.95	24.50	25.60	4	28	*	*	*	*
Data by Number of Company Employees													
100 to 199	6	39	17.75	20.71	18.53	20.75	24.13	4	7	*	*	*	*
200 to 499	6	37	20.03	21.68	21.78	22.00	23.03	4	35	*	*	*	*
Data by Company Revenue													
$40 to $99.9 Million	8	49	22.00	23.51	23.48	23.01	24.94	4	28	*	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	6	61	16.54	21.60	18.13	21.10	26.51	4	32	*	15.85	*	21.48
20 to 45 Miles from Minneapolis	7	30	20.20	22.65	22.77	23.00	24.50	3	10	*	*	*	*
More than 70 Miles from Minneapolis	5	33	*	21.01	21.73	22.00	*	4	32	*	*	*	*
All Reporting Companies													
Previous Year (2022)	11	328	17.60	21.19	16.69	21.05	23.92	5	139	1,578	*	*	*
2023	**18**	**124**	**18.91**	**21.84**	**20.21**	**22.26**	**23.91**	**11**	**74**	**1,852**	**16.29**	**20.41**	**23.58**

* 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.

Assembler I - Mechanical

Job Code: 233

Under direct supervision, assembles and/or packages mechanical parts in a production facility involving both light and heavy parts. Generally works at an assigned work station.

This is an unskilled position requiring zero to six months of relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	16	464	17.43	18.80	18.50	18.78	20.17	10	192	1,866	16.33	19.40	22.65
Industrl Machinery Computer Equip	8	46	20.18	21.97	21.89	21.03	24.11	4	23	*	*	*	*
Misc Manufacturing Industries	10	363	18.93	20.43	21.75	20.03	21.84	7	123	2,133	17.96	20.37	23.22
Data by Number of Company Employees													
50 to 99	8	76	20.01	21.62	21.50	21.11	22.28	3	19	*	*	*	*
100 to 199	11	200	17.16	19.29	19.32	19.34	21.02	7	78	2,082	15.70	19.01	22.34
200 to 499	11	349	18.00	19.11	17.84	18.57	19.24	8	159	2,484	15.59	18.66	22.20
500 or More	7	818	19.54	20.87	21.25	20.71	21.05	4	527	*	19.01	21.86	24.71
Data by Company Revenue													
$10 to $19.9 Million	7	49	18.55	20.01	18.59	19.64	21.00	3	12	*	*	*	*
$40 to $99.9 Million	16	244	18.00	20.33	19.24	20.15	21.18	11	99	1,846	15.70	19.50	23.10
Over $100 Million	13	1,088	18.37	19.62	20.43	19.33	20.73	8	672	4,105	17.27	20.08	23.28
Data by Area													
Within 20 Miles of Minneapolis	22	906	19.09	20.80	21.01	20.23	21.15	15	592	4,454	16.54	19.73	23.07
20 to 45 Miles from Minneapolis	10	189	18.78	20.16	19.85	20.75	21.33	3	30	*	17.52	20.18	22.84
45 to 70 Miles from Minneapolis	5	259	*	18.31	18.12	18.97	*	5	110	934	17.55	20.28	23.58
All Reporting Companies													
Previous Year (2022)	38	1,233	17.73	19.13	19.40	18.98	20.00	19	270	1,518	17.13	20.03	22.94
2023	**41**	**1,458**	**18.56**	**20.12**	**20.17**	**19.99**	**21.04**	**25**	**795**	**3,757**	**16.92**	**19.92**	**23.12**

* 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.

Assembler II - Electrical

New Job in 2023

Job Code: 525

Under limited supervision, performs electrical or electro mechanical assembly. Uses standard hand tools, soldering devices, fixtures, or jigs suited as instructed. Work may be performed at a bench or clean room environment and be aided through magnification and enhanced lighting of workspace. Assignments are moderately complex.

Requires a high school diploma or equivalent and 2 to 4 years of relevant work experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Company Revenue													
Data by Area													
Within 20 Miles of Minneapolis	5	20	*	25.99	26.21	23.80	*	4	15	*	*	*	*
All Reporting Companies													
2023	**11**	**65**	**20.76**	**24.31**	**22.80**	**23.80**	**29.41**	**5**	**19**	**2,332**	*	*	*

* 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.

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Assembler II - Mechanical

Job Code: 372

Under limited supervision, assembles mechanical parts or units, and positions, aligns, and fastens units to assemblies, subassemblies, or frames, using hand tools and power tools. Refers to blueprints and specifications to assemble, modify, rework, or reassemble parts/units. Assembles parts/units to customer specifications and tolerances. Assignments are moderately complex.

Requires a high school diploma or equivalent and 2 to 4 years of relevant work experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	19	203	20.76	22.39	22.89	22.27	23.88	7	38	1,131	17.93	21.73	25.80
Industrl Machinery Computer Equip	11	142	21.92	23.49	24.20	23.50	24.94	7	102	2,768	*	*	*
Misc Manufacturing Industries	12	269	21.47	23.55	22.72	22.69	24.19	8	161	2,134	19.83	22.46	25.61
Data by Number of Company Employees													
50 to 99	13	81	22.08	23.28	24.47	22.83	24.26	8	50	1,985	*	*	*
100 to 199	11	132	21.00	22.19	22.65	23.01	23.88	6	55	2,209	18.79	22.34	26.28
200 to 499	16	336	20.13	22.04	21.99	21.98	23.88	8	191	2,314	17.90	20.76	24.13
500 or More	7	214	20.61	22.95	23.52	23.06	27.36	4	93	*	21.58	25.28	28.89
Data by Company Revenue													
$10 to $19.9 Million	9	36	20.66	22.58	23.10	22.83	23.91	3	15	*	*	*	*
$20 to $39.9 Million	7	37	22.29	24.25	25.93	23.00	24.94	5	21	2,100	*	*	*
$40 to $99.9 Million	19	312	21.00	22.41	22.59	22.27	24.20	11	188	2,049	18.27	22.61	26.91
Over $100 Million	15	385	20.61	22.22	22.65	22.38	23.82	8	168	3,105	19.50	22.56	25.98
Data by Area													
Within 20 Miles of Minneapolis	29	349	20.90	22.97	23.78	22.76	24.26	14	165	3,154	19.62	23.04	26.74
20 to 45 Miles from Minneapolis	12	258	21.64	23.52	22.41	23.24	25.15	6	120	1,806	19.19	23.04	26.87
More than 70 Miles from Minneapolis	6	96	19.66	21.77	22.01	22.15	24.50	4	54	*	*	*	*
All Reporting Companies													
Previous Year (2022)	49	1,197	19.43	22.06	22.73	21.56	24.40	22	244	2,210	19.05	22.56	27.06
2023	**51**	**771**	**21.00**	**22.71**	**22.81**	**22.62**	**24.20**	**28**	**393**	**2,448**	**19.09**	**22.50**	**26.15**

* 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.

Assembler Lead - Electrical

New Job in 2023

Job Code: 526

Under general supervision, performs electrical or electro mechanical assembly. Uses standard hand tools, soldering devices, fixtures, or jigs suited as instructed. Work may be performed at a bench or clean room environment and be aided through magnification and enhanced lighting of workspace. Assignments are complex and judgment is required to resolve problems. Trains, assists, and provides work direction to lower level assemblers.

Requires a high school diploma or equivalent 4 or more years of relevant work experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Number of Company Employees													
Data by Company Revenue													
Data by Area													
All Reporting Companies													
2023	**9**	**37**	**24.89**	**27.08**	**25.05**	**26.37**	**29.83**	**5**	**18**	**8,648**	**21.95**	**26.57**	**31.59**

* 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.

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Assembler Lead - Mechanical

Job Code: 373

Under general supervision performs a wide range of non-repetitive mechanical assembly operations on parts or sub-assemblies. Uses schematics or blueprints, wiring lists, and verbal and/or written instructions to assemble, rework, or reassemble units. Assignments are complex and judgment is required to resolve problems. Receives limited instructions on new assignments. Trains, assists, and provides work direction to lower level assemblers.

Requires a high school diploma or equivalent and 4 or more years of relevant work experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	16	42	24.55	26.66	26.66	26.12	28.46	6	20	2,216	22.60	26.97	32.18
Industrl Machinery Computer Equip	10	42	25.56	29.01	28.83	28.49	31.54	6	37	3,048	*	*	*
Misc Manufacturing Industries	10	148	24.84	27.22	27.29	27.57	29.89	7	65	3,095	23.93	26.32	29.63
Data by Number of Company Employees													
Less than 50	5	7	*	27.41	25.82	25.50	*	3	4	*	*	*	*
50 to 99	9	21	25.89	28.92	29.55	30.00	31.17	5	11	3,371	*	*	*
100 to 199	10	45	20.82	26.00	24.89	25.80	29.26	5	23	4,132	22.18	26.28	31.03
200 to 499	16	97	25.52	26.91	25.79	26.57	28.48	8	76	2,857	22.12	25.89	31.09
500 or More	8	167	22.29	25.72	27.49	24.36	30.20	4	48	*	24.58	28.93	33.26
Data by Company Revenue													
$10 to $19.9 Million	5	6	*	28.84	28.28	29.59	*	1	1	*	*	*	*
$40 to $99.9 Million	21	92	25.44	26.36	25.63	26.22	28.27	11	58	3,137	22.64	27.17	32.63
Over $100 Million	15	222	23.80	27.12	27.11	27.74	30.32	7	93	3,413	23.19	27.30	31.81
Data by Area													
Within 20 Miles of Minneapolis	24	203	25.23	27.40	27.70	26.21	30.20	14	108	3,673	23.23	27.19	31.75
20 to 45 Miles from Minneapolis	15	91	22.24	26.49	24.72	26.81	30.50	5	18	1,821	24.02	27.73	31.94
More than 70 Miles from Minneapolis	6	34	24.50	27.16	26.95	27.79	30.07	3	28	*	*	*	*
All Reporting Companies													
Previous Year (2022)	42	317	23.36	26.37	26.99	25.71	29.50	26	114	2,768	22.37	26.42	29.94
2023	**48**	**337**	**24.55**	**26.95**	**26.75**	**26.37**	**30.17**	**25**	**162**	**3,258**	**23.28**	**27.37**	**31.93**

* 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.

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General Production Assembler

Job Code: 511

Responsible for performing tasks that are necessary to the general production process and the fabrication, maintenance, and repair of manufactured parts and products. Follows detailed instructions in order to meet production quality and safety standards.

This is an unskilled position requiring zero to six months of relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	7	139	17.00	17.72	17.76	17.39	18.50	5	71	2,077	*	*	*
Fabricated Metal Products	11	269	16.74	19.51	19.52	19.54	21.50	4	73	*	*	*	*
Misc Manufacturing Industries	6	359	17.48	21.50	22.11	19.52	25.22	4	320	*	21.68	24.64	27.45
Data by Number of Company Employees													
Less than 50	5	34	*	18.61	21.12	17.00	*	5	34	1,848	*	*	*
50 to 99	11	202	18.62	20.55	19.84	19.54	21.25	5	63	1,127	*	*	*
100 to 199	12	227	18.13	19.62	19.09	19.45	21.73	7	102	1,226	17.46	*	23.75
200 to 499	9	267	17.42	20.74	19.18	19.19	22.04	4	122	*	21.03	24.33	27.49
500 or More	7	443	16.00	19.02	21.45	19.29	21.44	6	364	3,565	15.97	18.71	21.43
Data by Company Revenue													
$10 to $19.9 Million	8	125	17.37	18.98	19.03	18.28	19.22	4	33	*	*	*	*
$20 to $39.9 Million	11	202	17.31	20.47	20.41	19.74	22.68	7	98	1,891	17.38	*	26.39
$40 to $99.9 Million	9	145	18.43	19.95	18.95	19.55	22.45	6	77	1,531	*	*	*
Over $100 Million	13	592	17.79	20.27	20.89	19.48	21.36	7	373	3,506	18.48	21.27	23.92
Data by Area													
Within 20 Miles of Minneapolis	26	411	17.24	19.84	18.80	18.82	21.66	15	180	1,813	17.45	20.86	24.42
20 to 45 Miles from Minneapolis	8	490	19.45	20.37	21.75	19.82	22.31	5	391	3,431	*	*	*
45 to 70 Miles from Minneapolis	6	128	18.22	20.14	20.15	20.50	21.63	4	69	*	*	*	*
More than 70 Miles from Minneapolis	5	164	*	17.96	18.40	18.07	*	3	45	*	*	*	*
All Reporting Companies													
Previous Year (2022)	48	1,250	16.04	18.69	18.65	18.06	20.82	24	584	2,447	15.82	18.02	21.40
2023	**45**	**1,193**	**17.45**	**19.77**	**20.10**	**19.27**	**21.36**	**27**	**685**	**2,606**	**17.80**	**20.56**	**23.92**

* 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.

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Packer

Job Code: 325

Packs product or parts into shipping cartons as described on order forms/instruction sheets. Uses packaging materials as necessary to prevent breakage or damage. Closes, seals and accurately labels cartons for shipping.

Requires high school diploma or equivalent with minimal experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	5	19	*	21.27	21.32	21.46	*	4	14	*	*	*	*
Data by Number of Company Employees													
50 to 99	6	25	18.52	19.89	19.28	19.05	22.16	3	9	*	*	*	*
100 to 199	6	42	19.05	20.25	19.68	19.82	22.10	5	35	1,650	*	*	*
200 to 499	8	146	18.36	19.15	19.13	19.15	19.89	7	61	2,179	*	*	*
500 or More	5	275	*	21.25	21.55	21.46	*	4	112	*	*	*	*
Data by Company Revenue													
$40 to $99.9 Million	8	109	18.73	19.78	19.10	19.22	21.40	6	68	1,887	*	*	*
Over $100 Million	9	345	18.48	20.23	21.12	19.90	21.47	8	133	3,516	17.77	21.41	25.05
Data by Area													
Within 20 Miles of Minneapolis	19	199	18.25	19.63	19.72	19.46	21.47	14	83	2,074	16.75	20.54	23.96
20 to 45 Miles from Minneapolis	6	259	18.61	20.12	21.13	19.15	22.08	4	83	*	*	*	*
All Reporting Companies													
Previous Year (2022)	33	469	17.23	18.90	17.90	18.55	19.95	14	186	4,459	17.74	18.90	22.94
2023	**28**	**513**	**18.68**	**19.75**	**20.35**	**19.38**	**21.27**	**21**	**219**	**2,999**	**17.77**	**21.17**	**25.44**

* 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.

Custodian/Janitor

Job Code: 171

Performs cleaning and housekeeping duties in the office or plant. Cleans lavatories and disposes of waste paper. May sweep, mop, and wax floors. May operate industrial cleaning equipment or machinery in performing assigned duties.

This is an unskilled position requiring three to six months of experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Printing, Publishing & Allied	5	10	*	22.84	21.49	22.96	*	3	3	*	*	*	*
Rubber & Plastic Products	5	8	*	19.65	19.74	19.00	*	2	4	*	*	*	*
Fabricated Metal Products	21	44	16.57	19.35	19.07	19.04	21.63	8	12	2,225	16.58	19.51	21.74
Misc Manufacturing Industries	7	20	18.00	19.30	19.39	19.93	21.90	5	7	3,295	17.72	21.44	25.18
Data by Number of Company Employees													
50 to 99	9	12	17.32	19.20	18.90	19.10	21.95	6	6	2,015	*	*	*
100 to 199	12	19	18.61	20.76	20.69	20.47	22.99	8	14	1,493	17.95	20.89	24.65
200 to 499	20	58	18.02	19.74	19.31	19.39	21.19	6	11	2,696	16.66	19.61	21.99
500 or More	11	35	17.50	20.41	21.00	19.93	21.40	5	19	2,668	16.52	19.83	22.89
Data by Company Revenue													
$20 to $39.9 Million	10	24	18.00	19.47	19.20	19.13	20.44	5	6	1,628	17.59	21.26	24.49
$40 to $99.9 Million	15	24	19.55	21.06	21.38	21.25	23.57	10	13	2,316	17.78	19.66	22.38
Over $100 Million	23	72	16.84	19.68	19.76	19.00	20.59	9	30	2,424	16.41	19.85	22.44
Data by Area													
Within 20 Miles of Minneapolis	25	50	18.95	20.98	21.24	19.93	22.68	11	17	2,632	16.51	20.15	23.88
20 to 45 Miles from Minneapolis	11	23	18.46	20.51	20.77	21.01	22.75	6	12	2,375	16.85	*	21.41
45 to 70 Miles from Minneapolis	10	23	16.79	18.92	19.17	18.86	19.88	4	6	*	18.74	*	24.37
More than 70 Miles from Minneapolis	9	31	15.65	17.04	17.59	17.50	19.57	5	16	2,304	16.47	19.07	20.89
All Reporting Companies													
Previous Year (2022)	60	185	16.47	18.90	18.82	18.48	20.05	32	51	1,574	16.32	18.89	21.33
2023	**55**	**127**	**18.00**	**19.87**	**19.89**	**19.55**	**21.26**	**26**	**51**	**2,237**	**16.96**	**19.95**	**22.78**

* 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.

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Facilities Maintenance - Advanced

Job Code: 172

Performs routine and non-routine maintenance and repair of buildings, machines, and facilities where skills of the building trades are involved. Duties may include carpentry, plumbing, concrete work, roof repair, yard and parking lot maintenance, painting, boiler repair and maintenance, and snow removal, requiring electrical, mechanical, plumbing, or carpentry skills. Refers work to outside vendors when required by size of project or where specific skills are required.

This is a skilled position requiring 1 to 2 years of trade school and 3 to 4 years of relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Chemicals & Allied Products	6	33	32.28	35.17	32.87	36.75	37.64	5	30	2,671	*	*	*
Rubber & Plastic Products	7	34	25.75	32.43	32.84	34.00	38.46	3	28	*	*	*	*
Fabricated Metal Products	18	50	28.84	31.03	29.91	30.98	32.64	6	14	3,345	23.77	28.74	33.79
Misc Manufacturing Industries	7	27	25.66	29.96	33.05	30.90	35.02	4	15	*	27.23	32.45	38.10
Data by Number of Company Employees													
50 to 99	9	12	26.00	32.67	32.62	31.97	39.33	6	7	2,165	*	*	*
100 to 199	11	31	31.28	33.52	34.61	33.40	36.61	5	17	5,124	26.34	31.16	36.76
200 to 499	17	69	26.65	29.93	29.89	30.67	34.06	7	29	2,448	23.91	28.44	33.02
500 or More	10	69	27.40	31.31	31.87	32.12	34.22	7	49	3,111	23.43	30.05	36.75
Data by Company Revenue													
Under $9.9 Million	6	8	24.83	31.56	31.17	31.50	38.88	4	4	*	*	*	*
$10 to $19.9 Million	5	6	*	29.65	30.93	30.00	*	2	3	*	*	*	*
$20 to $39.9 Million	7	21	27.05	33.47	30.76	32.36	42.09	4	9	*	*	*	*
$40 to $99.9 Million	14	62	28.84	31.65	31.39	31.80	34.34	8	36	3,176	25.66	31.11	37.15
Over $100 Million	20	89	28.47	31.13	32.04	32.12	34.24	10	53	3,150	24.02	29.28	34.75
Data by Area													
Within 20 Miles of Minneapolis	30	107	27.75	32.14	32.08	31.96	36.18	18	64	3,352	25.16	30.47	35.94
20 to 45 Miles from Minneapolis	8	30	31.98	34.19	35.67	34.06	36.88	3	15	*	*	*	*
45 to 70 Miles from Minneapolis	10	37	24.16	28.01	28.67	30.17	32.08	5	17	1,577	22.51	26.95	31.30
All Reporting Companies													
Previous Year (2022)	57	179	26.50	30.69	29.86	30.00	34.14	30	89	3,090	23.87	29.22	34.67
2023	**52**	**186**	**28.08**	**31.49**	**31.61**	**31.88**	**34.83**	**28**	**105**	**3,172**	**24.37**	**29.47**	**34.81**

* 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.

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Facilities Maintenance - General

Job Code: 173

Performs a variety of types of simple preventive and routine maintenance and repairs, including simple electrical, mechanical, plumbing, or carpentry work. Refers more complex work to outside contractors or to more experienced maintenance personnel.

This is a semi-skilled position requiring some trade school training or equivalent and 3 to 5 years of relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Chemicals & Allied Products	6	26	27.85	30.67	29.27	30.90	32.64	4	23	*	*	*	*
Rubber & Plastic Products	18	37	24.34	27.08	27.21	27.54	29.61	6	15	2,550	22.94	27.88	32.82
Primary Metal Industries	5	14	*	32.17	34.67	33.76	*	3	5	*	*	*	*
Fabricated Metal Products	29	97	21.98	25.15	24.48	25.50	28.00	15	33	2,417	20.64	24.92	29.50
Electronic & Other Electrical	7	15	20.26	22.98	22.63	23.33	24.50	5	10	738	*	*	*
Measur, Anal & Control Instruments	5	19	*	29.27	32.27	28.38	*	3	5	*	*	*	*
Misc Manufacturing Industries	6	14	23.99	27.73	27.92	27.22	32.02	3	4	*	*	*	*
Data by Number of Company Employees													
Less than 50	5	5	*	27.22	27.22	25.75	*	4	4	*	*	*	*
50 to 99	18	23	24.21	27.82	28.17	27.94	31.00	10	12	1,055	22.70	27.98	32.71
100 to 199	23	50	24.15	27.10	26.93	26.18	28.80	14	26	1,657	23.47	27.55	32.73
200 to 499	26	87	21.67	25.49	25.48	24.72	29.38	11	32	3,257	20.26	24.18	28.46
500 or More	17	99	24.24	27.94	27.98	27.80	29.73	11	52	4,417	21.78	27.38	32.99
Data by Company Revenue													
Under $9.9 Million	6	6	20.72	23.94	23.94	24.33	26.65	4	4	*	*	*	*
$10 to $19.9 Million	5	7	*	27.94	27.73	27.87	*	2	3	*	*	*	*
$20 to $39.9 Million	24	42	24.24	27.35	26.98	27.75	30.35	16	19	1,908	22.17	26.76	31.36
$40 to $99.9 Million	23	43	23.63	26.83	26.90	25.00	31.00	11	16	2,229	22.74	27.44	32.70
Over $100 Million	31	166	23.33	27.06	27.03	26.71	29.46	16	83	3,768	21.41	25.55	30.54
Data by Area													
Within 20 Miles of Minneapolis	43	108	24.00	27.21	27.90	27.50	30.39	27	70	3,126	21.88	26.08	31.13
20 to 45 Miles from Minneapolis	22	68	24.88	28.44	28.88	28.25	33.96	10	29	2,919	24.39	29.83	36.25
45 to 70 Miles from Minneapolis	13	29	21.41	25.10	24.30	24.50	27.25	7	8	2,232	21.66	25.82	30.27
More than 70 Miles from Minneapolis	12	60	20.67	24.52	24.22	24.17	27.50	6	19	3,795	20.52	24.49	28.82
All Reporting Companies													
Previous Year (2022)	85	208	22.16	25.23	25.69	25.00	28.24	40	75	2,814	20.87	24.59	29.03
2023	**90**	**265**	**23.76**	**26.85**	**26.92**	**26.30**	**29.41**	**50**	**126**	**3,123**	**21.85**	**26.20**	**31.10**

* 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.

Maintenance Electrician

Job Code: 174

Performs preventive and routine maintenance and repair on electrical equipment. Designs and installs electrical circuits and other related work. Ensures that all electrical equipment is functioning properly.

This is a skilled position requiring specialized training and completion of an apprenticeship.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Data by Number of Company Employees													
200 to 499	7	18	28.00	34.40	35.01	35.70	39.00	4	4	*	27.25	32.56	37.87
500 or More	8	37	33.40	40.77	36.97	41.82	46.42	5	31	5,330	28.95	36.10	42.97
Data by Company Revenue													
$40 to $99.9 Million	5	9	*	35.90	34.85	35.70	*	4	5	*	*	*	*
Over $100 Million	12	49	31.65	38.73	36.51	39.60	44.67	7	33	5,163	28.47	34.66	40.68
Data by Area													
Within 20 Miles of Minneapolis	11	34	28.96	36.04	35.85	35.70	41.00	5	17	7,815	27.65	34.87	42.09
All Reporting Companies													
Previous Year (2022)	24	75	31.09	36.22	35.00	35.94	40.98	11	15	4,216	28.70	31.53	36.49
2023	**20**	**65**	**29.50**	**37.24**	**36.00**	**38.40**	**42.23**	**11**	**38**	**4,997**	**28.13**	**34.24**	**40.49**

* 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.

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Maintenance Mechanic

Job Code: 175

Under general supervision performs routine and non-routine preventive, maintenance, and repair work on mechanical equipment. Ensures that all equipment is functioning satisfactorily. Makes repairs or reports equipment problems as needed.

This is a skilled position requiring a trade school certificate or equivalent and 3 to 4 years of relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Food & Kindred Products	5	47	*	30.97	29.10	32.04	*	4	42	*	*	*	*
Printing, Publishing & Allied	5	15	*	34.40	34.64	33.46	*	3	4	*	28.63	*	38.56
Rubber & Plastic Products	8	42	25.72	29.80	28.07	28.78	34.15	4	28	*	*	*	*
Primary Metal Industries	5	52	*	30.98	30.45	30.34	*	2	2	*	*	*	*
Fabricated Metal Products	15	57	28.30	32.62	31.48	32.28	37.50	7	11	2,764	27.09	32.07	37.41
Misc Manufacturing Industries	11	35	32.06	34.08	34.21	34.52	36.00	6	17	4,980	26.04	32.38	37.34
Data by Number of Company Employees													
50 to 99	12	21	29.76	33.33	33.01	33.85	36.00	8	15	5,655	26.14	32.25	36.67
100 to 199	13	45	28.07	31.80	30.86	32.73	34.11	7	22	1,813	28.10	*	36.14
200 to 499	20	92	28.82	32.33	31.27	31.11	35.51	11	34	3,144	25.07	30.13	35.22
500 or More	17	230	28.38	31.16	30.55	31.27	34.21	10	73	4,443	24.99	30.83	36.67
Data by Company Revenue													
$10 to $19.9 Million	5	7	*	33.19	31.59	33.35	*	4	5	*	*	*	*
$20 to $39.9 Million	12	41	28.35	32.20	31.73	33.01	34.44	5	18	4,497	25.88	31.87	36.66
$40 to $99.9 Million	17	52	29.01	31.89	32.20	31.32	34.93	13	33	2,809	26.48	31.08	36.02
Over $100 Million	27	285	28.46	31.98	30.60	32.04	34.52	14	84	4,286	25.43	30.71	36.22
Data by Area													
Within 20 Miles of Minneapolis	40	142	30.67	33.03	32.18	33.06	35.58	22	77	5,330	26.30	31.32	36.74
20 to 45 Miles from Minneapolis	13	142	30.81	33.56	32.33	33.36	37.53	6	16	3,970	26.92	*	39.48
45 to 70 Miles from Minneapolis	8	48	27.53	28.84	28.32	29.13	29.63	6	21	2,073	24.77	31.29	35.85
More than 70 Miles from Minneapolis	5	64	*	25.78	27.06	26.29	*	3	33	*	21.88	26.01	29.68
All Reporting Companies													
Previous Year (2022)	71	325	26.00	29.83	29.88	29.00	32.85	33	94	3,585	24.28	29.16	33.98
2023	**66**	**396**	**28.78**	**32.08**	**30.94**	**32.06**	**34.51**	**37**	**147**	**3,916**	**25.60**	**30.97**	**36.08**

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Maintenance Supervisor

New Job in 2022

Job Code: 513

Responsible for overseeing the maintenance and repair of all industrial and facility equipment while supervising maintenance staff, ensuring proper training, and scheduling all maintenance staffing and duties.

Requires high school diploma or equivalent. 2 years experience in maintaining and repairing industrial equipment and minimum of 2 years supervisory experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Food & Kindred Products	5	7	*	80,716	78,900	78,790	*	5	7	8,625	*	*	*
Printing, Publishing & Allied	5	8	*	84,276	80,982	82,607	*	3	3	*	*	*	*
Rubber & Plastic Products	7	13	70,221	80,127	82,370	75,165	97,328	6	12	9,117	*	*	*
Fabricated Metal Products	14	15	70,751	76,361	76,273	76,005	78,762	8	9	4,051	56,978	70,999	84,994
Data by Number of Company Employees													
100 to 199	14	16	70,746	81,739	80,514	76,606	89,966	11	11	8,042	54,506	*	87,807
200 to 499	20	27	75,013	80,512	80,783	78,571	88,269	13	17	5,226	60,425	76,249	92,067
500 or More	9	22	82,676	92,519	91,910	93,501	102,240	4	9	*	68,947	84,167	99,242
Data by Company Revenue													
$20 to $39.9 Million	8	10	68,078	74,743	74,072	71,193	81,453	6	8	6,220	*	*	*
$40 to $99.9 Million	15	17	73,855	77,057	77,272	78,250	82,607	12	13	2,445	55,631	69,562	83,485
Over $100 Million	20	38	77,057	92,068	90,657	93,438	104,474	10	16	13,671	68,399	85,977	103,467
Data by Area													
Within 20 Miles of Minneapolis	24	35	72,540	82,175	83,040	78,300	90,819	16	21	9,980	61,889	77,036	92,871
20 to 45 Miles from Minneapolis	10	13	73,142	86,660	88,210	83,200	96,803	8	8	7,495	*	*	*
45 to 70 Miles from Minneapolis	9	14	68,973	77,293	82,969	75,051	88,226	5	6	5,135	*	*	*
More than 70 Miles from Minneapolis	6	9	71,020	83,516	80,553	79,120	100,624	3	6	*	63,691	77,012	90,187
All Reporting Companies													
Previous Year (2022)	38	62	69,473	77,354	74,957	76,261	82,059	19	23	6,394	57,584	74,148	90,252
2023	**49**	**71**	**71,659**	**82,358**	**83,657**	**78,351**	**93,155**	**32**	**41**	**7,763**	**61,361**	**77,195**	**93,135**

* 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.

Manager, Environmental, Health and Safety

Job Code: 443

With direction from management, develops and implements the environmental, health and safety department and programs. Implements and oversees practices and procedures to ensure that all facilities are in compliance with regulations and that environmental risks are appropriately managed. Conducts or supervises audits to ensure employee safety and health is protected and to maintain compliance with health and safety laws, standards and regulations. Implements performance measures and conducts employee training as needed to reduce risks and ensure compliance.

Requires a Bachelor's degree or equivalent and 7-10 years of experience in most areas of environmental, health and safety practice.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Food & Kindred Products	5	6	*	91,692	90,560	89,288	*	5	5	10,764	*	*	*
Fabricated Metal Products	7	7	82,805	94,120	94,120	94,000	104,816	4	4	*	*	*	*
Data by Number of Company Employees													
100 to 199	6	6	79,598	86,286	86,286	85,322	93,216	5	5	4,634	*	*	*
200 to 499	14	14	93,973	98,651	98,651	97,732	103,454	7	7	7,499	78,455	97,786	117,113
500 or More	12	22	97,488	116,033	113,513	115,553	133,949	9	13	18,379	80,410	104,629	128,856
Data by Company Revenue													
$40 to $99.9 Million	6	6	81,922	97,484	97,484	94,644	116,801	5	5	6,070	*	*	*
Over $100 Million	23	33	94,950	106,294	107,565	103,000	116,497	14	18	15,099	78,472	100,863	123,256
Data by Area													
Within 20 Miles of Minneapolis	12	18	98,575	107,018	110,428	103,982	116,025	8	12	17,113	77,813	101,443	125,081
20 to 45 Miles from Minneapolis	10	13	88,308	104,502	104,732	99,408	117,020	7	7	9,815	*	*	*
45 to 70 Miles from Minneapolis	5	5	*	102,459	102,459	93,890	*	3	3	*	*	*	*
More than 70 Miles from Minneapolis	5	6	*	89,938	89,098	94,950	*	3	3	*	78,982	96,292	113,601
All Reporting Companies													
Previous Year (2022)	28	32	86,972	98,009	99,932	96,825	109,776	18	21	10,936	83,379	105,172	128,401
2023	**32**	**42**	**88,903**	**102,851**	**104,669**	**99,050**	**114,391**	**21**	**25**	**12,584**	**77,851**	**99,082**	**120,317**

* 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.

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Manager, Facilities

Job Code: 176

Manages the planning, direction, and coordination of all facilities functions including maintenance, grounds, heating, cooling, ventilation, building layout, and remodeling. Coordinates maintenance functions using both inside personnel and outside contractors to accomplish facilities maintenance and new construction. Obtains building permits and site plan approvals from local governments. Presents options for new facility designs and remodeling to top management. Provides direct supervision to supervisors and/or maintenance staff in the various facilities functions.

Requires a Bachelor's degree or equivalent and 6 to 8 years of supervisory experience in facilities functions; may often have an engineering background.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	11	12	89,050	103,100	105,283	96,200	116,010	7	8	13,998	*	*	*
Fabricated Metal Products	14	17	84,885	98,896	101,897	103,556	114,270	5	5	6,104	83,844	102,938	121,116
Misc Manufacturing Industries	6	6	90,605	103,716	103,716	99,883	118,018	4	4	*	*	*	*
Data by Number of Company Employees													
50 to 99	5	5	*	82,127	82,127	87,360	*	2	2	*	*	*	*
100 to 199	13	13	83,578	99,231	99,231	96,200	115,033	10	10	7,324	*	*	*
200 to 499	18	19	93,870	107,198	106,992	105,400	121,250	11	11	10,203	78,945	94,081	109,218
500 or More	14	23	103,803	114,122	113,362	109,153	129,654	10	17	16,082	87,296	114,318	140,708
Data by Company Revenue													
$20 to $39.9 Million	7	7	87,360	103,859	103,859	98,904	120,120	4	4	*	*	*	*
$40 to $99.9 Million	18	18	88,597	104,800	104,800	104,716	121,263	16	16	9,222	*	*	*
Over $100 Million	21	31	100,956	109,242	109,903	104,000	118,608	12	19	14,718	84,528	108,433	131,886
Data by Area													
Within 20 Miles of Minneapolis	24	27	87,693	103,592	104,256	99,302	123,780	19	22	10,399	79,797	101,878	123,974
20 to 45 Miles from Minneapolis	17	21	96,491	109,242	109,220	109,126	119,383	10	14	14,667	87,760	111,583	134,767
More than 70 Miles from Minneapolis	7	10	87,506	97,516	103,033	94,806	103,740	4	4	*	84,653	102,570	120,482
All Reporting Companies													
Previous Year (2022)	52	70	83,691	96,017	98,040	93,609	107,905	34	42	9,770	78,706	98,847	118,938
2023	**52**	**62**	**88,781**	**103,895**	**105,088**	**103,360**	**118,077**	**35**	**42**	**11,502**	**83,517**	**105,432**	**126,975**

* 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.

Safety & Security Coordinator

Job Code: 445

Assists in the development of safety and security programs intended to reduce or eliminate hazardous conditions, workplace illnesses, injuries or deaths, and financial losses. Implements safety and security programs, identifying and appraising workplace conditions, evaluating potential extent of injuries from accidents and recommending changes to operational procedures, gathering and analyzing occupational hazard and illness data, preparing reports, conducting safety and security training and education programs for managers and employees. May coordinate programs and services of external vendors.

Requires Bachelor's degree in occupational safety or related field and 3 to 5 years of experience.

	Number of:		******** Base Salary ($ per year) ********					** Bonus Paid ($ per year) **			**** Pay Range ($ per year) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	9	13	57,306	65,894	66,216	66,300	71,786	2	2	*	55,188	68,262	81,570
Data by Number of Company Employees													
100 to 199	7	7	48,360	78,085	78,085	81,598	98,500	3	3	*	*	*	*
200 to 499	12	14	63,289	73,058	71,581	71,065	86,050	4	4	*	57,798	73,131	88,465
500 or More	9	15	51,974	63,240	67,203	62,546	74,402	4	4	*	57,791	73,898	90,245
Data by Company Revenue													
$40 to $99.9 Million	6	6	56,966	67,446	67,446	68,011	76,603	3	3	*	*	*	*
Over $100 Million	18	26	51,598	66,936	68,045	63,859	78,278	6	6	6,129	53,579	67,826	82,192
Data by Area													
Within 20 Miles of Minneapolis	14	18	58,513	75,275	75,023	75,026	86,018	5	5	3,203	54,366	69,081	83,801
45 to 70 Miles from Minneapolis	7	7	49,920	68,932	68,932	67,720	93,309	4	4	*	60,826	*	104,625
More than 70 Miles from Minneapolis	6	10	49,841	59,909	62,722	63,859	66,540	2	2	*	52,730	64,334	75,931
All Reporting Companies													
Previous Year (2022)	22	31	61,285	70,534	67,875	72,396	79,004	11	13	6,245	58,024	73,887	90,157
2023	**30**	**38**	**54,005**	**70,179**	**70,255**	**67,010**	**81,811**	**12**	**12**	**5,354**	**55,851**	**71,483**	**87,787**

* 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.

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Sanitizer

Job Code: 499

Clean portable tanks, pumps, hoses and filling equipment so batch mixing and filling lines can proceed according to schedule. Production support and process equipment sanitation. Requires High School diploma or equivalent. 0-1 years related experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Food & Kindred Products	6	28	17.86	19.58	20.79	19.44	21.01	3	18	*	*	*	*
Data by Number of Company Employees													
500 or More	5	45	*	20.14	20.86	20.36	*	4	42	*	*	*	*
Data by Company Revenue													
Over $100 Million	7	50	18.25	19.71	20.65	19.81	20.40	5	43	1,968	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	5	34	*	18.75	19.66	18.25	*	3	26	*	*	*	*
All Reporting Companies													
Previous Year (2022)	6	32	18.31	19.72	19.86	19.23	21.03	0	0	*	*	*	*
2023	**9**	**56**	**18.15**	**19.54**	**20.41**	**19.81**	**20.38**	**6**	**44**	**1,977**	*	*	*

* 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.

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Finisher - Second Operations

Job Code: 244

Sets up and uses a variety of tools to finish edges, remove flash, clear holes, etc. from molded metal or plastic parts.

Relatively unskilled position where operator is responsible for quality of their work.

Data by Industry	Number of: Firms	Number of: EEs	Base Wage ($ per hour): 25th Percentile	Base Wage ($ per hour): Average	Base Wage ($ per hour): Weighted Average	Base Wage ($ per hour): Median	Base Wage ($ per hour): 75th Percentile	Bonus Paid ($ per year): Number of: Firms	Bonus Paid ($ per year): Number of: EEs	Bonus Paid ($ per year): Wtd. Avg. Paid	Pay Range ($ per hour): Average Minimum	Pay Range ($ per hour): Average Midpoint	Pay Range ($ per hour): Average Maximum
Data by Number of Company Employees													
200 to 499	8	240	17.38	20.23	18.50	19.22	23.73	3	40	*	17.50	*	23.78
Data by Company Revenue													
$40 to $99.9 Million	5	82	*	22.09	21.31	21.27	*	2	15	*	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	10	162	18.07	20.68	18.13	20.06	22.64	6	44	3,863	*	*	*
All Reporting Companies													
Previous Year (2022)	24	442	17.14	19.62	18.93	19.42	20.97	14	116	1,614	17.14	18.13	21.12
2023	**17**	**371**	**17.73**	**20.35**	**19.21**	**19.75**	**21.74**	**8**	**60**	**3,329**	**17.60**	**19.84**	**24.03**

* 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.

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Painter

Job Code: 234

Performs high quality spray painting or powder painting in accordance with established standards where previous experience is required. May perform some mixing of paints. Usually paints as part of a moving line. Standard paints, powdered resins, or special paints are used. Inspects painted units for runs, sags, unpainted areas, or other defects.

Requires 2 or more years' relevant experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	16	148	20.06	22.43	21.14	22.01	24.31	8	68	2,062	19.27	22.98	26.66
Industrl Machinery Computer Equip	7	29	21.17	24.65	23.80	25.58	26.96	4	22	*	*	*	*
Misc Manufacturing Industries	6	26	21.07	25.33	26.73	24.94	30.23	5	21	3,486	*	*	*
Data by Number of Company Employees													
50 to 99	10	27	21.27	24.22	23.29	22.71	27.96	7	22	1,223	*	*	*
100 to 199	9	69	20.91	24.30	22.61	24.31	28.00	8	38	1,256	21.55	26.12	30.27
200 to 499	9	104	19.20	21.83	20.39	21.09	24.06	3	41	*	18.22	21.55	24.84
500 or More	8	109	20.34	24.50	24.22	24.58	26.99	6	94	4,169	22.85	26.20	29.53
Data by Company Revenue													
$20 to $39.9 Million	10	77	21.27	24.24	22.45	22.71	28.56	7	43	1,037	21.25	25.87	30.12
$40 to $99.9 Million	10	41	20.82	23.00	22.19	22.26	25.63	6	22	1,481	*	*	*
Over $100 Million	13	185	19.42	22.96	22.43	21.85	26.27	8	125	4,317	20.53	23.87	27.19
Data by Area													
Within 20 Miles of Minneapolis	17	102	22.30	25.87	24.95	26.00	29.80	11	69	4,606	25.51	29.29	33.07
20 to 45 Miles from Minneapolis	7	30	20.00	23.02	25.05	23.00	25.51	5	28	2,704	*	*	*
45 to 70 Miles from Minneapolis	7	81	21.17	22.15	21.63	21.85	22.54	5	53	1,164	18.89	*	27.42
More than 70 Miles from Minneapolis	8	100	18.44	20.34	19.90	20.00	21.12	4	47	*	18.22	21.55	24.84
All Reporting Companies													
Previous Year (2022)	41	288	20.24	23.10	22.09	22.50	25.82	20	118	1,890	19.98	23.66	27.04
2023	**39**	**313**	**20.57**	**23.56**	**22.48**	**22.53**	**26.00**	**25**	**197**	**3,152**	**20.81**	**24.48**	**28.20**

* 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.

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CNC Machine Set Up/Operator

Job Code: 223

Sets up and operates CNC metal/material removing machine tools such as milling machines, lathes, screw machines, grinders, drill presses, and chuckers. Work is performed on a number of different machines or materials. Operations may be somewhat repetitive. Operator is responsible for quality of work.

Requires some trade school training and 5 or more years of relevant work experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	8	10	27.27	30.66	30.08	29.50	32.67	3	5	*	*	*	*
Misc Manufacturing Industries	6	23	23.85	29.70	30.70	30.32	34.54	5	19	4,490	25.63	29.73	33.96
Data by Number of Company Employees													
50 to 99	8	41	24.92	27.28	27.39	27.45	31.25	4	35	*	*	*	*
200 to 499	11	38	25.43	29.00	27.25	26.88	32.89	8	20	2,127	22.40	27.09	31.78
Data by Company Revenue													
$10 to $19.9 Million	6	26	25.26	27.68	26.04	27.45	29.75	3	23	*	*	*	*
$40 to $99.9 Million	7	32	25.43	26.90	26.72	26.80	27.38	4	14	*	*	*	*
Over $100 Million	6	48	23.50	31.16	27.61	30.34	39.42	3	4	*	24.25	28.16	32.16
Data by Area													
Within 20 Miles of Minneapolis	12	53	24.19	27.56	27.62	26.12	32.11	7	43	2,488	24.29	27.76	31.32
20 to 45 Miles from Minneapolis	6	60	26.23	28.36	26.99	28.06	30.72	2	3	*	*	*	*
All Reporting Companies													
Previous Year (2022)	26	148	24.13	26.47	27.05	26.24	29.38	15	60	2,495	21.50	25.71	30.12
2023	**24**	**125**	**24.92**	**28.17**	**27.32**	**27.13**	**31.50**	**12**	**55**	**2,498**	**23.60**	**27.53**	**31.52**

* 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.

CNC Operator

Job Code: 222

Operates CNC metal/material removing machine tools such as milling machines, lathes, screw machines, grinders, drill presses, and chuckers. Work is performed on a number of different machines or materials. Operations may be somewhat repetitive. Operator is responsible for quality of work.

Requires some trade school training and 3 or more years of relevant work experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	8	84	20.60	23.81	22.55	23.55	25.17	4	75	*	*	*	*
Data by Number of Company Employees													
50 to 99	5	23	*	22.81	22.41	23.69	*	2	19	*	*	*	*
100 to 199	5	35	*	26.94	28.92	25.22	*	2	9	*	*	*	*
200 to 499	9	106	22.35	24.41	23.34	23.65	26.76	7	90	3,080	*	*	*
Data by Company Revenue													
$40 to $99.9 Million	8	58	23.66	25.44	25.40	25.23	26.94	7	42	2,029	*	*	*
Over $100 Million	7	159	21.22	23.25	23.10	21.89	23.46	3	68	*	22.10	25.34	28.60
Data by Area													
Within 20 Miles of Minneapolis	12	57	21.98	25.08	26.55	23.96	27.82	7	28	4,259	22.10	24.98	27.60
20 to 45 Miles from Minneapolis	6	88	20.67	22.96	22.88	22.43	24.90	2	7	*	*	*	*
All Reporting Companies													
Previous Year (2022)	17	77	21.00	24.51	23.71	23.04	26.54	11	40	2,469	*	*	*
2023	**25**	**242**	**21.82**	**24.24**	**23.65**	**23.69**	**25.82**	**14**	**127**	**3,324**	**21.09**	**24.69**	**28.22**

* 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.

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Machine Operator

Job Code: 221

Operates and may setup metal/material removing machine tools such as milling machines, lathes, screw machines, honing machines, grinders, drill presses, and chuckers. Work is generally performed on a number of different machines or materials. Operations may be somewhat repetitive. Operator is responsible for quality of work.

Requires some trade school training and 3 or more years of relevant work experience.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Food & Kindred Products	5	51	*	20.79	19.95	20.25	*	1	14	*	*	*	*
Printing, Publishing & Allied	5	177	*	23.31	23.07	22.28	*	4	53	*	*	*	*
Rubber & Plastic Products	5	160	*	21.69	22.06	20.72	*	3	74	*	*	*	*
Primary Metal Industries	5	97	*	22.82	23.13	22.32	*	3	19	*	20.23	23.46	26.79
Fabricated Metal Products	18	135	20.26	22.67	21.86	22.00	24.17	9	82	2,001	19.25	22.98	26.56
Industrl Machinery Computer Equip	6	153	21.48	23.14	24.78	22.78	24.84	4	47	*	*	*	*
Misc Manufacturing Industries	7	42	20.62	24.05	22.79	24.00	27.92	7	34	2,131	*	*	*
Data by Number of Company Employees													
Less than 50	7	49	19.87	21.31	20.26	21.39	22.00	3	24	*	*	*	*
50 to 99	13	113	20.44	22.89	21.99	22.50	24.51	8	91	1,318	17.69	21.01	24.72
100 to 199	10	288	21.46	23.62	22.63	22.44	24.10	9	122	1,950	19.10	23.22	26.55
200 to 499	25	441	20.27	22.37	22.62	22.14	24.25	15	168	1,815	19.78	23.21	26.74
500 or More	9	409	19.51	21.33	22.53	20.72	23.07	6	260	3,122	18.36	21.52	24.68
Data by Company Revenue													
$10 to $19.9 Million	8	61	20.06	22.33	21.79	22.25	23.17	5	50	1,387	*	*	*
$20 to $39.9 Million	14	167	20.47	23.33	22.91	22.41	24.73	11	89	1,718	18.47	22.01	25.94
$40 to $99.9 Million	16	282	20.26	22.56	23.04	21.57	24.87	11	122	1,704	20.74	24.96	29.19
Over $100 Million	22	764	20.49	21.86	22.27	22.06	23.49	12	389	2,720	18.97	22.17	25.41
Data by Area													
Within 20 Miles of Minneapolis	40	908	20.25	22.17	22.35	21.59	23.40	26	514	2,366	19.07	22.47	25.70
20 to 45 Miles from Minneapolis	9	168	22.00	24.51	24.43	24.00	25.05	5	24	1,944	*	*	*
45 to 70 Miles from Minneapolis	9	136	20.65	22.42	21.84	22.60	23.79	7	86	1,344	19.29	22.89	27.21
More than 70 Miles from Minneapolis	6	88	19.67	20.83	20.64	20.55	22.46	3	41	*	*	*	*
All Reporting Companies													
Previous Year (2022)	57	1,280	19.80	21.96	21.91	21.94	23.89	36	446	1,747	18.16	21.28	25.21
2023	**64**	**1,300**	**20.33**	**22.41**	**22.45**	**22.00**	**23.93**	**41**	**665**	**2,284**	**19.08**	**22.57**	**26.08**

* 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.

Machine Operator - Apprentice

Job Code: 220

Learning to set up and operate metal/material removing machine tools such as milling machines, lathes, screw machines, grinders, drill presses, and chuckers. Work is generally concentrated on machine and operations may be very repetitive. Operator is responsible for quality of work.

Requires some trade school training and is now developing additional skills on the job.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Fabricated Metal Products	5	39	*	18.49	17.63	18.18	*	5	25	1,419	*	*	*
Data by Number of Company Employees													
Data by Company Revenue													
Data by Area													
Within 20 Miles of Minneapolis	5	58	*	18.31	17.97	18.29	*	5	43	1,514	*	*	*
All Reporting Companies													
Previous Year (2022)	14	164	17.09	18.75	18.68	18.83	20.35	9	71	1,411	16.42	18.81	21.80
2023	**11**	**109**	**17.53**	**18.85**	**18.81**	**18.90**	**20.07**	**11**	**86**	**1,531**	**16.03**	**18.30**	**20.56**

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Mold Maker, Class B

Job Code: 490

With limited supervision and assistance, makes molds for metal castings or injection molds of a complex and precise nature. Works from blueprints or drawings, and visualizes shape of mold in reverse of product to plan mold design and sequence of operations required to build. Operates a wide variety of bench and machine tools to craft shape of mold, including CNC machining. Inspects and/or repairs existing molds.

Requires trade school and 3 to 5 years of experience or equivalent.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	5	11	*	25.60	24.30	26.52	*	0	0	*	*	*	*
Data by Company Revenue													
Data by Area													
All Reporting Companies													
Previous Year (2022)	12	44	22.34	24.68	23.74	23.89	25.14	4	10	*	20.70	25.58	30.45
2023	**8**	**17**	**20.97**	**24.62**	**23.95**	**26.06**	**27.76**	**0**	**0**	*	*	*	*

* 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.

Mold Maker, Journeyman, Class A

Job Code: 349

Makes molds for metal castings or injection molds according to exacting product specifications. Works from blueprints or drawings, and visualizes shape of mold in reverse of product to plan mold design and sequence of operations required to build. Operates a wide variety of bench and machine tools to craft shape of mold, including CNC machining. Inspects and/or repairs existing molds.

Requires trade school and 5 or more years of experience or equivalent.

	Number of:		********** Base Wage ($ per hour) **********					** Bonus Paid ($ per year) **			**** Pay Range ($ per hour) ****		
Data by Industry	**Firms**	**EEs**	**25th Percentile**	**Average**	**Weighted Average**	**Median**	**75th Percentile**	**Number of: Firms**	**EEs**	**Wtd. Avg. Paid**	**Average Minimum**	**Average Midpoint**	**Average Maximum**
Rubber & Plastic Products	7	24	30.87	33.10	32.89	31.43	35.48	2	5	*	*	*	*
Data by Number of Company Employees													
200 to 499	6	49	28.81	31.84	28.84	31.18	36.03	3	11	*	*	*	*
Data by Company Revenue													
$20 to $39.9 Million	5	38	*	31.97	28.00	33.26	*	2	4	*	*	*	*
Data by Area													
Within 20 Miles of Minneapolis	8	44	30.75	32.38	29.01	32.06	35.26	5	10	2,941	*	*	*
All Reporting Companies													
Previous Year (2022)	16	81	29.90	32.74	30.36	31.52	34.53	7	28	3,436	26.43	31.09	35.82
2023	**12**	**61**	**30.75**	**32.52**	**29.80**	**31.18**	**35.26**	**6**	**14**	**2,586**	**25.81**	**30.07**	**34.34**

* 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, Incorporated
Aagard
Action Plastics, Inc.
Advanced Molding Technologies, LLC
Advanced Volumetric Alliance
Aggressive Hydraulics, Inc.
Air Quality Engineering
Ajax Metal Forming Solutions, LLC
American Flexible Products, Inc.
American Time and Signal Company
Amerilab Technologies, Inc.
Analog Technologies Corporation
Andersen Corporation
Anderson Dahlen, Inc.
Andrew Tool & Machining Company
Apex International
APG Cash Drawer
Arc Precision
ARKRAY
Artistic Finishes, Inc.
Astro Metal Craft
Atlas Manufacturing
Aurora Pharmaceutical
Aveda Corporation
AVEKA Group, Inc.
AWT Labels & Packaging
Banner Engineering
Beacon EmbeddedWorks
Beacon Engineered Solutions
Bermo
Biomerics
Birchwood Laboratories
Bondhus Corporation
Bowman Tool & Machining Inc.
Branches LLC
Brenk Brothers Inc.
BTD
C4 Welding, Inc.
Cadrex Manufacturing Solutions
Caerus Corporation
Carley Foundry, Inc.
C-Axis
Ceramic Industrial Coatings
Chandler Exhibits Inc.
Chandler Industries
Clarus Medical/Laser Peripherals/Urologix
Clean Air Products
ClearEdge Filtration Inc.
Clearfield, Inc.
Cloth & Clay, Inc. dba Deneen Pottery
Conagra Brands
Conagra Brands - Mankato
Continental Engineering & Manufacturing
Continental Machines dba DoALL Sawing Products
Cretex Companies, Inc.
Crystal Distribution Inc.
Custom Products of Litchfield, Inc.
CWMF Corporation
Dahlgren Enterprises, Inc.
Daikin Applied Americas, Inc.
Daktronics, Inc.
Danfoss Power Solutions II LLC
Data Metalcraft, Inc.
DCI, Inc.
Dedicated Networks, Inc.
Designer Products LLC dba Cambek
Diamond Graphics, LLC
Diversified Plastics, Inc.
Door Engineering
DriSteem Corporation
Dynamic Sealing Technologies, Inc.
E.A. Sween
EDCO Products
Electronic Systems, Inc.
Elemet Group, Inc.
Ellicott Dredge Technologies
EMERGE Enterprises
Engage Technologies Corporation
Engineered Products Company
ENPOINTE dba GLS Companies, Inc.
FAST Global Solutions, Inc.
FasTest, Inc.
Featherlite Trailers
Federal Package Network, Inc.
FlexMation, Inc.
Gemini, Inc.
General Label, Inc.
Global Finishing Solutions
Gopher Resource
Graco Inc.
Granger Machine Inc.
Grede LLC
H.B. Fuller
Health Systems Cooperative Laundries
Horton Inc.
Hutchinson Technology Incorporated
IDC Group, Inc. dba IDC Spring
ILLUME Holding Company
Incertec
Industrial Netting Inc.
Innovance, Inc.
In'Tech Industries Inc.
Intek Plastics
IPS Cranes, Inc.
J&B Group, Inc.
JEM Technical

Jet Edge Waterjet Systems
Johnson Screens Inc.
Jonaco Machine
Kasco Marine, Inc.
Kendall Howard, LLC
Kurt Manufacturing
La Machine Shop, Inc.
Lake Air Products
Le Sueur Incorporated
Lexington Manufacturing
Life Fitness
LimPro Metal Fabrication
Liquibox Corporation
LISI Medical Remmele
LJP Waste Solutions
M & N Structures, Inc.
Malco Products, SBC
Marshall Screw Products dba Marshall Manufacturing Company
MAS HVAC
Massman Companies
Mate Precision Technologies
Mathias Die Company
Micro Control Company
Midwest Rubber Service & Supply
Mikros Engineering, Inc.
Minnesota Grinding
MME Group, Inc.
MNY Group LLC
Modern Molding Inc.
MRG Tool and Die
National Checking Company
Navy Island, Inc.
New Team LLC
Nortech Systems
North Star Imaging
Nystrom
Olsen Tool & Plastics, Inc.
Olympus Corporation of the Americas
Pallet Service Corporation
Park Industries
Phillips & Temro Industries, Inc.
PHS West, LLC
Plato Woodwork, Inc.
Plymouth Industries, Inc.
PNE Inc. dba IRD Glass dba IRD Ceramics
Polaris Industries
Power/mation
Precision Associates, Inc.
Precision Coatings Inc.
Precision Gasket Company dba PGC
Premier Marine
Premium Waters, Inc.
Prima Power Laserdyne LLC
Priority Envelope
Process Displays LLC
Product Development Solutions, Inc.
Production Engineering Corporation
QualiTech Inc.
Quanex
RAO Manufacturing
Rapid Packaging, Inc.
RC Smith Company
Reviva, Inc.
Rice Lake Weighing Systems
Rosemount Inc. & Rosemount Nuclear Inc.
Rotation Engineering & Manufacturing Company
Schreiber Foods
Showdown Displays
Sportech, LLC
SPS Works
T.O. Plastics
Tclad, Inc.
Tennant Company
Tescom Corporation
The Imagine Group
The Smead Manufacturing Company
The Specialty Manufacturing Company
Thermo-Tech Windows LLC
Toyko Electron U.S. Holdings, Inc.
TT Electronics
Twin City Die Castings Company
Twin City Plating
United States Distilled Products Company
Uponor Inc.
Viking Engineering
Viridian Weapon Technologies
Wagner SprayTech
Wanner Engineering, Inc.
Waymouth Farms, Inc., dba Good Sense Foods
Wilbert Plastic Services
Wilson Wolf Manufacturing, LLC
Winco Inc.
Windings, Inc.
Wipaire
Wyoming Machine, Inc.
Zero Zone Refrigeration, LLC
Zero-Max

Total Participant Count: 203

Participants by Industry Type

Food & Kindred Products (8 participants)

Conagra Brands – Mankato
E.A. Sween
J&B Group, Inc.
Premium Waters, Inc.
QualiTech Inc.
Schreiber Foods
United States Distilled Products Company
Waymouth Farms, Inc., dba Good Sense Foods

Textile Mill Products (1 participant)

ClearEdge Filtration Inc.

Lumber & Wood except Furniture (6 participants)

Artistic Finishes, Inc.
Designer Products LLC dba Cambek
Lexington Manufacturing
Navy Island, Inc.
Pallet Service Corporation
Quanex

Furniture & Fixtures (3 participants)

Chandler Exhibits Inc.
Plato Woodwork, Inc.
RC Smith Company

Paper & Allied Products (1 participant)

The Smead Manufacturing Company

Printing, Publishing & Allied (10 participants)

AWT Labels & Packaging
Conagra Brands
Diamond Graphics, LLC
ENPOINTE dba GLS Companies, Inc.
National Checking Company
Priority Envelope
Process Displays LLC
Showdown Displays
SPS Works
The Imagine Group

Chemicals & Allied Products (8 participants)

Amerilab Technologies, Inc.
Apex International
Aurora Pharmaceutical
Aveda Corporation
AVEKA Group, Inc.
Ceramic Industrial Coatings
H.B. Fuller
Incertec

Rubber & Plastic Products (24 participants)

7-SIGMA, Incorporated
Action Plastics, Inc.
Advanced Molding Technologies, LLC
American Flexible Products, Inc.
Beacon Engineered Solutions
Diversified Plastics, Inc.
Industrial Netting Inc.
In'Tech Industries Inc.
Intek Plastics
Liquibox Corporation
Midwest Rubber Service & Supply
Mikros Engineering, Inc.
MME Group, Inc.
MNY Group LLC
Modern Molding Inc.
New Team LLC
Olsen Tool & Plastics, Inc.
Precision Associates, Inc.
Precision Gasket Company dba PGC
Sportech, LLC
T.O. Plastics
Thermo-Tech Windows LLC
Uponor Inc.
Wilbert Plastic Services

Stone, Clay, Glass & Concrete (2 participants)

Cloth & Clay, Inc. dba Deneen Pottery
Dahlgren Enterprises, Inc.

Primary Metal Industries (11 participants)

Brenk Brothers Inc.
Carley Foundry, Inc.
Cretex Companies, Inc.
Gopher Resource
Grede LLC
IDC Group, Inc. dba IDC Spring
Johnson Screens Inc.
Prima Power Laserdyne LLC
Product Development Solutions, Inc.
The Specialty Manufacturing Company
Twin City Plating

Fabricated Metal Products (59 participants)

Air Quality Engineering
Ajax Metal Forming Solutions, LLC
Anderson Dahlen, Inc.
Arc Precision
Astro Metal Craft
Atlas Manufacturing
Bermo
Bondhus Corporation
Bowman Tool & Machining Inc.
BTD
C4 Welding, Inc.
Cadrex Manufacturing Solutions
C-Axis
Chandler Industries
Continental Engineering & Manufacturing
Crystal Distribution Inc.
Custom Products of Litchfield, Inc.
Data Metalcraft, Inc.
DCI, Inc.
Door Engineering
Dynamic Sealing Technologies, Inc.
EDCO Products
Elemet Group, Inc.
EMERGE Enterprises
FAST Global Solutions, Inc.
FasTest, Inc.
Featherlite Trailers
FlexMation, Inc.
Gemini, Inc.
Global Finishing Solutions
Granger Machine Inc.
Innovance, Inc.
JEM Technical
Jonaco Machine
Kendall Howard, LLC
La Machine Shop, Inc.
Lake Air Products
Le Sueur Incorporated
Life Fitness
LimPro Metal Fabrication
M & N Structures, Inc.
Malco Products, SBC
MAS HVAC
Mate Precision Technologies
Mathias Die Company
Minnesota Grinding
MRG Tool and Die
Nystrom
Precision Coatings Inc.
Production Engineering Corporation
RAO Manufacturing
Rotation Engineering & Manufacturing Company
Tclad, Inc.
Tescom Corporation
Twin City Die Castings Company
Wanner Engineering, Inc.
Wipaire
Wyoming Machine, Inc.
Zero Zone Refrigeration, LLC

Industrial Machinery & Computer Equipment (17 participants)

Aagard
Continental Machines dba DoALL Sawing Products
CWMF Corporation
Daikin Applied Americas, Inc.
DriSteem Corporation
Ellicott Dredge Technologies
Engage Technologies Corporation
IPS Cranes, Inc.
Jet Edge Waterjet Systems
Massman Companies
Park Industries
PHS West, LLC
Reviva, Inc.
Rice Lake Weighing Systems
Tennant Company
Tokyo Electron U.S. Holdings, Inc.
Viking Engineering

Electronic & Other Electrical (13 participants)

American Time and Signal Company
Analog Technologies Corporation
Banner Engineering
Beacon EmbeddedWorks
Clearfield, Inc.
Daktronics, Inc.
Electronic Systems, Inc.
Engineered Products Company
Hutchinson Technology Incorporated
Nortech Systems
Viridian Weapon Technologies
Winco Inc.
Windings, Inc.

Transportation Equipment (1 participant)

Polaris Industries

Measuring, Analyzing & Controlling Instruments (7 participants)

ARKRAY
Biomerics
Micro Control Company
North Star Imaging
Olympus Corporation of the Americas
Rosemount Inc. & Rosemount Nuclear Inc.
TT Electronics

Misc Manufacturing Industries (32 participants)

Advanced Volumetric Alliance
Aggressive Hydraulics, Inc.
Andersen Corporation
Andrew Tool & Machining Company
APG Cash Drawer
Birchwood Laboratories
Branches LLC
Caerus Corporation
Clarus Medical/Laser Peripherals/Urologix
Clean Air Products
Danfoss Power Solutions II LLC
Dedicated Networks, Inc.
Federal Package Network, Inc.
General Label, Inc.
Graco Inc.
Health Systems Cooperative Laundries
Horton Inc.
ILLUME Holding Company
Kasco Marine, Inc.
Kurt Manufacturing
LISI Medical Remmele
LJP Waste Solutions
Marshall Screw Products dba Marshall Manufacturing Company
Phillips & Temro Industries, Inc.
Plymouth Industries, Inc.
PNE Inc. dba IRD Glass dba IRD Ceramics
Power/mation
Premier Marine
Rapid Packaging, Inc.
Wagner SprayTech
Wilson Wolf Manufacturing, LLC
Zero-Max

Participants by Number of Company Employees

Note: Participants were classified into an employee size group according to the total number of employees reported. Size groups were structured to establish five groups of approximately equal numbers of participants and by significant breaks in size. Each group represents roughly twenty percent of all survey participants.

Group 1: Less than 50 Total Employees (32 participants)

7-SIGMA, Incorporated
Action Plastics, Inc.
Air Quality Engineering
American Flexible Products, Inc.
Andrew Tool & Machining Company
Arc Precision
Astro Metal Craft
Branches LLC
Continental Engineering & Manufacturing
Designer Products LLC dba Cambek
FlexMation, Inc.
General Label, Inc.
Granger Machine Inc.
Industrial Netting Inc.
IPS Cranes, Inc.
Jet Edge Waterjet Systems
La Machine Shop, Inc.
LimPro Metal Fabrication
M & N Structures, Inc.
MAS HVAC
Minnesota Grinding
MNY Group LLC
Olsen Tool & Plastics, Inc.
PHS West, LLC
Precision Coatings Inc.
Rapid Packaging, Inc.
RC Smith Company
SPS Works
Twin City Plating
Waymouth Farms, Inc., dba Good Sense Foods
Wilson Wolf Manufacturing, LLC
Wyoming Machine, Inc.

Group 2: 50 to 99 Total Employees (50 participants)

Advanced Volumetric Alliance
Aggressive Hydraulics, Inc.
Ajax Metal Forming Solutions, LLC
American Time and Signal Company
Analog Technologies Corporation
APG Cash Drawer
Artistic Finishes, Inc.
AVEKA Group, Inc.
Beacon EmbeddedWorks
Birchwood Laboratories
Bowman Tool & Machining Inc.
C4 Welding, Inc.
C-Axis
Ceramic Industrial Coatings
Clarus Medical/Laser Peripherals/Urologix
Clean Air Products
ClearEdge Filtration Inc.
Cloth & Clay, Inc. dba Deneen Pottery
Continental Machines dba DoALL Sawing Products
Crystal Distribution Inc.
CWMF Corporation
Data Metalcraft, Inc.
Diversified Plastics, Inc.
Door Engineering
Dynamic Sealing Technologies, Inc.
Ellicott Dredge Technologies
Engineered Products Company
FasTest, Inc.
IDC Group, Inc. dba IDC Spring
Kasco Marine, Inc.
Kendall Howard, LLC
LJP Waste Solutions
Marshall Screw Products dba Marshall Manufacturing Company
Mathias Die Company
Midwest Rubber Service & Supply
MRG Tool and Die
North Star Imaging
Plymouth Industries, Inc.
PNE Inc. dba IRD Glass dba IRD Ceramics
Precision Gasket Company dba PGC
Prima Power Laserdyne LLC
Priority Envelope
Product Development Solutions, Inc.
Production Engineering Corporation
Quanex
Rotation Engineering & Manufacturing Company
Viking Engineering
Viridian Weapon Technologies
Winco Inc.
Zero-Max

Group 3: 100 to 199 Total Employees (43 participants)

ARKRAY
Atlas Manufacturing
Aurora Pharmaceutical
Bermo
Biomerics
Bondhus Corporation
Brenk Brothers Inc.
Caerus Corporation
Chandler Exhibits Inc.
Conagra Brands
Custom Products of Litchfield, Inc.
Dahlgren Enterprises, Inc.
Danfoss Power Solutions II LLC
DCI, Inc.
Dedicated Networks, Inc.
Diamond Graphics, LLC
DriSteem Corporation
Elemet Group, Inc.
Engage Technologies Corporation
Federal Package Network, Inc.
Incertec
In'Tech Industries Inc.
JEM Technical
Jonaco Machine
Liquibox Corporation
Mikros Engineering, Inc.
MME Group, Inc.
Modern Molding Inc.
National Checking Company
Navy Island, Inc.
Pallet Service Corporation
Plato Woodwork, Inc.
Power/mation
QualiTech Inc.
Tescom Corporation
The Smead Manufacturing Company
Thermo-Tech Windows LLC
TT Electronics
Wanner Engineering, Inc.
Wilbert Plastic Services
Windings, Inc.
Wipaire
Zero Zone Refrigeration, LLC

Group 4: 200 to 499 Total Employees (49 participants)

Aagard
Advanced Molding Technologies, LLC
Amerilab Technologies, Inc.
Anderson Dahlen, Inc.
AWT Labels & Packaging
Beacon Engineered Solutions
Cadrex Manufacturing Solutions
Carley Foundry, Inc.
Chandler Industries
Clearfield, Inc.
Conagra Brands - Mankato
E.A. Sween
EDCO Products
Electronic Systems, Inc.
ENPOINTE dba GLS Companies, Inc.
FAST Global Solutions, Inc.
Featherlite Trailers
Gemini, Inc.
Global Finishing Solutions
Grede LLC
Health Systems Cooperative Laundries
Horton Inc.
ILLUME Holding Company
Innovance, Inc.
Intek Plastics
Johnson Screens Inc.
Lake Air Products
Le Sueur Incorporated
Lexington Manufacturing
LISI Medical Remmele
Malco Products, SBC
Massman Companies
Mate Precision Technologies
Micro Control Company
New Team LLC
Nystrom
Park Industries
Phillips & Temro Industries, Inc.
Precision Associates, Inc.
Premier Marine
Process Displays LLC
RAO Manufacturing
Reviva, Inc.
T.O. Plastics
Tclad, Inc.
The Specialty Manufacturing Company
Twin City Die Castings Company
United States Distilled Products Company
Wagner SprayTech

Group 5: Over 500 Total Employees (28 participants)

Andersen Corporation
Apex International
Aveda Corporation
Banner Engineering
BTD
Cretex Companies, Inc.
Daikin Applied Americas, Inc.
Daktronics, Inc.
Gopher Resource
Graco Inc.
H.B. Fuller
Hutchinson Technology Incorporated
J&B Group, Inc.
Kurt Manufacturing
Life Fitness
Nortech Systems
Olympus Corporation of the Americas
Polaris Industries
Premium Waters, Inc.
Rice Lake Weighing Systems
Rosemount Inc. & Rosemount Nuclear Inc.
Schreiber Foods
Showdown Displays
Sportech, LLC
Tennant Company
The Imagine Group
Toyko Electron U.S. Holdings, Inc.
Uponor Inc.

Participants by Distance From Minneapolis

Group 1: Within 20 Miles of Minneapolis (116 Participants)

7-SIGMA, Incorporated
Advanced Molding Technologies, LLC
Air Quality Engineering
Ajax Metal Forming Solutions, LLC
American Flexible Products, Inc.
Amerilab Technologies, Inc.
Analog Technologies Corporation
Andrew Tool & Machining Company
Apex International
APG Cash Drawer
ARKRAY
Artistic Finishes, Inc.
Atlas Manufacturing
Aveda Corporation
AVEKA Group, Inc.
AWT Labels & Packaging
Banner Engineering
Beacon EmbeddedWorks
Bermo
Biomerics
Birchwood Laboratories
Brenk Brothers Inc.
Caerus Corporation
Carley Foundry, Inc.
C-Axis
Ceramic Industrial Coatings
Chandler Industries
Clarus Medical/Laser Peripherals/Urologix
Clean Air Products
ClearEdge Filtration Inc.
Clearfield, Inc.
Cloth & Clay, Inc. dba Deneen Pottery
Conagra Brands
Continental Machines dba DoALL Sawing Products
Dahlgren Enterprises, Inc.
Daikin Applied Americas, Inc.
Danfoss Power Solutions II LLC
Diversified Plastics, Inc.
DriSteem Corporation
Dynamic Sealing Technologies, Inc.
E.A. Sween
EDCO Products
EMERGE Enterprises
Engage Technologies Corporation
Engineered Products Company
ENPOINTE dba GLS Companies, Inc.
FasTest, Inc.
Federal Package Network, Inc.
FlexMation, Inc.
General Label, Inc.
Gopher Resource
Graco Inc.
H.B. Fuller
Health Systems Cooperative Laundries
Horton Inc.
IDC Group, Inc. dba IDC Spring
ILLUME Holding Company
Incertec
Industrial Netting Inc.
IPS Cranes, Inc.
JEM Technical
Johnson Screens Inc.
Kurt Manufacturing
Lake Air Products
Lexington Manufacturing
LimPro Metal Fabrication
LISI Medical Remmele
Marshall Screw Products dba Marshall Mfg Company
MAS HVAC
Mathias Die Company
Micro Control Company
Midwest Rubber Service & Supply
Mikros Engineering, Inc.
Minnesota Grinding
MME Group, Inc.
MNY Group LLC
National Checking Company
Navy Island, Inc.
Nortech Systems
Nystrom
Olympus Corporation of the Americas
Pallet Service Corporation
Phillips & Temro Industries, Inc.
Plymouth Industries, Inc.
Polaris Industries
Power/mation
Precision Associates, Inc.
Precision Coatings Inc.
Precision Gasket Company dba PGC
Premium Waters, Inc.
Prima Power Laserdyne LLC
Priority Envelope
Process Displays LLC
Product Development Solutions, Inc.
Production Engineering Corporation
Quanex
RAO Manufacturing
Rapid Packaging, Inc.
RC Smith Company
Reviva, Inc.
Rotation Engineering & Manufacturing Company
Showdown Displays
SPS Works
Tennant Company

TT Electronics
Twin City Die Castings Company
Twin City Plating
Uponor Inc.
Viking Engineering
Wagner SprayTech
Wanner Engineering, Inc.
Waymouth Farms, Inc., dba Good Sense Foods
Wilbert Plastic Services
Wilson Wolf Manufacturing, LLC
Wipaire
Zero-Max

Group 2: 20 to 45 Miles from Minneapolis (49 Participants)

Action Plastics, Inc.
Advanced Volumetric Alliance
Aggressive Hydraulics, Inc.
Andersen Corporation
Anderson Dahlen, Inc.
Arc Precision
Astro Metal Craft
Aurora Pharmaceutical
Bondhus Corporation
Chandler Exhibits Inc.
Continental Engineering & Manufacturing
Cretex Companies, Inc.
Crystal Distribution Inc.
Dedicated Networks, Inc.
Designer Products LLC dba Cambek
Diamond Graphics, LLC
Ellicott Dredge Technologies
Gemini, Inc.
Granger Machine Inc.
In'Tech Industries Inc.
Intek Plastics
J&B Group, Inc.
Jet Edge Waterjet Systems
Jonaco Machine
Kasco Marine, Inc.
Kendall Howard, LLC
La Machine Shop, Inc.
Life Fitness
Liquibox Corporation
M & N Structures, Inc.
Mate Precision Technologies
Modern Molding Inc.
New Team LLC
North Star Imaging
Olsen Tool & Plastics, Inc.
PHS West, LLC
Premier Marine
QualiTech Inc.
Rosemount Inc & Rosemount Nuclear Inc.
Sportech, LLC
Tclad, Inc.
Tescom Corporation
The Imagine Group
The Smead Manufacturing Company
The Specialty Manufacturing Company
Toyko Electron U.S. Holdings, Inc.
Viridian Weapon Technologies
Wyoming Machine, Inc.
Zero Zone Refrigeration, LLC

Group 3: 45 to 70 Miles from Minneapolis (21 Participants)

American Time and Signal Company
Branches LLC
C4 Welding, Inc.
Cadrex Manufacturing Solutions
Custom Products of Litchfield, Inc.
CWMF Corporation
Data Metalcraft, Inc.
DCI, Inc.
Elemet Group, Inc.
Grede LLC
Hutchinson Technology Incorporated
Le Sueur Incorporated
Life Fitness - Owatonna
Malco Products, SBC
MRG Tool and Die
Plato Woodwork, Inc.
PNE Inc. dba IRD Glass dba IRD Ceramics
T.O. Plastics
Thermo-Tech Windows LLC
United States Distilled Products Company
Winco Inc.

Group 4: More than 70 Miles from Minneapolis (18 Participants)

Aagard
Beacon Engineered Solutions
Bowman Tool & Machining Inc.
BTD
Conagra Brands - Mankato
Daktronics, Inc.
Door Engineering
Electronic Systems, Inc.
FAST Global Solutions, Inc.
Featherlite Trailers
Global Finishing Solutions
Innovance, Inc.
LJP Waste Solutions
Massman Companies
Park Industries
Rice Lake Weighing Systems
Schreiber Foods
Windings, Inc.