

Georgia Mountains Works 2023 MFG SECTOR WAGE SURVEY

SURVEY PARTICIPANTS

Participants are from the manufacturing employment sector and located within the 13-county Georgia Mountains Region 2 Area. There are twenty-four (24) participants.

BY COMPANY

ALBAform	Morito Scovill Americas LLC	Specialty Appliances, LLC
American Yazaki Corporation	Murray Plastics	StruXure Outdoor, LLC
ASI Southeast	PANEL BUILT INC	Tatsumi Intermodal (U.S.A) INC.
Fabritex	Parkdale America, LLC	Taylor Brothers Manufacturing, Inc.
Fenner Dunlop	PLASTEK WERKS, INC.	The Harris Products Group
Freudenberg-NOK Sealing Technologies	PolyStone Creations LLC	The Sherwin-Williams Company
Haering Precision USA LP	Satellite Industries	Voyant Beauty
Linde + Wiemann U.S., Inc.	SKF USA	ZF Gainesville, LLC

BY COUNTY

38%	Hall	4%	Forsyth
15%	Hart	4%	Habersham
12%	Stephens	4%	Rabun
12%	White	4%	Union
8%	Lumpkin		

BY TOTAL # OF EMPLOYEES

18%	301-999
59%	101-300
9%	51-100
32%	1-50

Due to strict confidentiality requirements, any information that would breach a participant's confidentiality and JOBS with insufficient data are excluded from the report. Report information collected July 2023.

Georgia Mountains Works 2023 MFG SECTOR WAGE SURVEY

Participants are from the manufacturing employment sector and located within the 13-county Georgia Mountains Region 2 Area. There are twenty-four (24) participants. Participants were instructed to report annualized wages.

*Midpoint is the simple average of the reported midpoint of an established pay range. If participants don't have an established range, they were instructed to report the company's market rate as the midpoint.

**Average Hourly Rate is the midpoint salary divided by 2080 hours and rounded.

Job matches indicate the level of responsibility as compared to the provided description

(1 = Less Responsibility; 2 = Same Responsibility; 3 = More Responsibility).

2023 MFG SECTOR OCCUPATIONAL PRIORITIES

Industrial Maintenance Technician
 Mechatronics/Robotics
 Frontline Supervisor
 Machinist
 Quality Control Technician
 Operations Management
 Production Planner
 PLC Programmer
 IT – Information Tech/Systems
 Safety Management

AVERAGE SALARY*	OCCUPATIONAL PRIORITY
\$55,746	Industrial Maintenance Technician
\$57,410	Mechanics / Robotics Technician
\$59,560	Frontline Supervisor
\$45,357	Machinist
\$53,625	CNC Machinist
\$46,100	Quality Control Technician
\$101,658	Operations Manager
\$57,407	Production Planner
\$67,029	IT – Information Tech / Systems
\$80,047	Safety Manager

AVERAGE SALARY*	GEORGIA MOUNTAINS WORKS MFG SECTOR OCCUPATIONAL PRIORITY	AVERAGE HOURLY RATE**
\$36,249	Assembly Technician	\$17
\$38,272	Forklift Operator	\$18
\$39,218	Shipping and Receiving Clerk	\$19
\$39,528	Semi-Complex Machine Operator	\$19
\$45,357	Machinist	\$22
\$46,100	Quality Control Technician	\$22
\$53,625	CNC Machinist	\$26
\$55,746	Industrial Maintenance Technician	\$27
\$57,407	Production Planner	\$28
\$57,410	Mechanics / Robotics Technician	\$28
\$59,560	Frontline Supervisor	\$29
\$67,029	IT – Information Tech / Systems	\$32
\$80,047	Safety Manager	\$38
\$101,658	Operations Manager	\$49

Georgia Mountain Works Manufacturing (MFG) Sector Strategy collaborates with stakeholders in the 13-county WorkSource Georgia Mountains (WSGM) region to align education and workforce training programs with the needs of manufacturing businesses. WSGM, under Georgia Mountains Regional Commission, administers the federal WIOA funds which encourages sector strategies and partnerships. Workforce Strategies Group LLC manages the MFG Sector Strategy.

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JOB 1 Industrial Maintenance Technician

Plans and performs a variety of trade functions such as installation, modification, maintenance, diagnosing, or repair of equipment. Skills include millwright, steam fitter, plumber, carpenter, electrical, metalsmith, and mechanic. Requires a high degree of machinist and mechanical skills. Works from sketches, diagrams, schematics, or verbal instruction with minimal supervision.

Minimum	Midpoint*	Maximum	Job Match	# of Employees
	\$83,200		3	
\$68,224	\$69,524	\$70,824	2	4
\$56,243	\$69,222	\$82,201	2	19
\$52,000	\$67,600	\$74,880	3	2
\$57,999	\$65,520	\$72,240	2	5
	\$64,521		2	22
\$59,488	\$62,192	\$67,060	1	6
\$45,448	\$61,693	\$73,174	3	17
	\$57,366		2	3
\$37,752	\$55,972	\$67,516	5	17
\$41,600	\$52,000	\$62,400	2	6
	\$52,000	\$62,400	1	5
	\$50,960		2	12
\$45,032	\$49,587	\$54,142	1	3
\$45,000	\$47,000	\$50,000	3	
	\$40,000		2	60
\$36,004	\$38,376	\$40,123	1	4
\$35,360	\$37,440	\$41,600	2	1
	\$35,000		1	3
AVERAGE	\$55,746			

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JOB 2 Mechatronics / Robotics Technician

Maintains, develops, operates troubleshoots, and corrects robotic and mechatronic systems and machines. May include design, mechanics, electronics, instrumentation, and computers on new or existing equipment. Works with engineers to create and test prototypes. May be certified but not degreed.

Minimum	Midpoint*	Maximum	Job Match	# of Employees
	\$83,790		2	1
	\$76,000		2	1
\$52,500	\$65,600	\$78,700	1	1
\$55,000	\$62,500	\$70,000	2	1
\$52,000	\$62,400	\$72,800	2	1
	\$56,160		2	1
\$45,760	\$52,000	\$62,400	1	5
\$44,720	\$47,320	\$49,920	2	15
\$41,600	\$45,760	\$49,920	2	2
	\$41,600		3	
\$36,004	\$38,376	\$40,123	2	18
AVERAGE	\$57,410			

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JOB 3 Frontline Supervisor

Leads, communicates, and supervises a department of employees ensuring orderly workflow.

Minimum	Midpoint*	Maximum	Job Match	# of Employees
	\$83,790		3	4
\$70,000	\$81,000	\$90,000	2	5
\$61,204	\$80,390	\$99,576	3	8
\$60,200	\$75,300	\$90,400	3	9
\$65,000	\$75,000	\$80,000	3	2
\$62,400	\$72,800	\$74,880	3	1
\$54,995	\$69,992	\$79,248	5	7
\$54,080	\$66,353	\$78,626	2	3
	\$66,185		2	4
\$52,000	\$66,040	\$84,240	3	3
\$58,940	\$63,290	\$67,737	2	8
\$50,000	\$60,000	\$80,000	2	4
\$47,999	\$59,000	\$65,000	2	3
\$52,000	\$57,000	\$61,000	2	3
	\$50,000		2	22
\$41,600	\$49,920	\$58,240	3	4
\$35,360	\$49,920	\$64,480	2	3
\$43,680	\$47,840	\$52,000	2	3
\$45,000	\$46,000	\$47,840	3	2
	\$45,302		3	9
\$35,360	\$43,680	\$52,000	2	2
\$37,440	\$43,680	\$49,920	3	1
	\$41,600		3	7
	\$35,360		2	5
AVERAGE	\$59,560			

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JOB 4 Machinist

Sets and operates a variety of manual machine tools such as lathes, grinders, etc. Machines metal or plastic pieces into patterns, tools, or parts. Analyzes for specifications, lays out, fits, and facilitates production. Performs troubleshooting. Reads blueprints. Maintains an Industry and/or Technical Certification.

Minimum	Midpoint*	Maximum	Job Match	# of Employees
\$61,214	\$61,214	\$61,214	1	1
	\$59,280		3	1
\$45,760	\$52,000	\$58,240	2	1
\$39,520	\$49,920	\$58,240	2	8
	\$40,560		2	6
\$33,280	\$37,440	\$45,000	2	4
\$33,280	\$37,440	\$47,840	2	3
\$31,200	\$35,360	\$39,520	2	6
	\$35,000		2	
AVERAGE	\$45,357			

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JOB 5 CNC Machinist

Sets, operates, and adjusts a variety of machine tools and operating equipment. Machines metal or plastic pieces into patterns, tools, or parts. Analyzes for specifications, lays out, fits, and facilitates production. May perform troubleshooting, program, or read blueprints. Maintains an Industry and/or Technical Certification.

Minimum	Midpoint*	Maximum	Job Match	# of Employees
	\$87,360		3	1
	\$70,803		2	1
	\$68,494			7
\$49,920	\$58,240	\$72,800	2	2
\$52,000	\$58,240	\$66,560	3	2
	\$52,000		2	1
	\$50,440		2	2
\$44,000	\$49,999	\$60,000	2	4
\$37,960	\$42,786	\$50,627	2	28
\$37,440	\$41,600	\$45,760	1	1
\$37,440	\$41,600	\$49,920	2	1
	\$40,560		2	3
	\$35,000		2	
AVERAGE	\$53,625			

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JOB 6 Quality Control Technician

Performs complex inspection of procedure parts using various measuring tools and indicators to ensure products are consistently within established standards. Maintains quality control objectives and works with other departments to maximize product reliability and cost minimization. Participates in quality system audits, documents, reports, and maintains performance records. May investigate and address customer complaints regarding quality. May be trained on the job or certified but not degreed.

Minimum	Midpoint*	Maximum	Job Match	# of Employees
\$57,234	\$60,881	\$64,437	2	5
\$58,110	\$59,410	\$60,710	2	3
\$49,920	\$58,240	\$66,560	3	3
	\$54,808		3	15
\$46,904	\$54,537	\$62,171	2	18
\$39,832	\$52,104	\$64,396	2	5
\$45,760	\$52,000	\$54,080	3	1
	\$50,000		2	1
\$46,000	\$50,000	\$54,000	2	1
	\$50,000		2	7
\$35,000	\$40,000	\$45,000	2	3
	\$38,875		2	6
\$36,004	\$38,376	\$40,123	2	4
\$35,360	\$35,880	\$39,520	3	12
\$31,200	\$35,360	\$41,600	2	4
\$30,160	\$35,360	\$39,520	3	2
	\$32,760		2	3
	\$31,200		1	4
AVERAGE	\$46,100			

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JOB 7 Operations Management

Plans and directs the operations including formulating policies, managing daily operations, and planning the use of materials and human resources. Ensures that budget and production deadlines are met.

Minimum	Midpoint*	Maximum	Job Match	# of Employees
	\$167,526		2	
\$124,600	\$155,700	\$186,800	3	2
	\$151,889		3	1
	\$150,000		2	2
\$79,040	\$127,920	\$176,800	2	4
	\$125,000		3	1
\$100,000	\$120,000	\$130,000	2	1
	\$115,000		3	4
	\$112,320			2
\$90,000	\$110,000	\$130,000	2	1
	\$100,360		3	1
	\$90,000			5
\$75,000	\$82,500	\$90,000	3	2
	\$76,000		2	1
\$67,737	\$74,243	\$81,534	2	1
\$41,600	\$72,800	\$79,040	3	1
	\$70,000		2	11
\$58,240	\$66,560	\$72,800	2	3
	\$60,000		2	
\$50,000	\$55,000	\$61,000	2	1
AVERAGE	\$101,658			

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JOB 8 Production Planner

Plans production schedules meeting project and resource requirements. Organizes workflow to meet specifications and deadlines meeting shipping dates according to sales forecasts or customer orders. Utilizes ERP system. May analyze capacity relative to the production forecast.

Minimum	Midpoint*	Maximum	Job Match	# of Employees
	\$83,790			6
\$58,240	\$79,040	\$66,560	2	1
\$52,500	\$65,600	\$78,800	2	11
	\$58,240		2	
\$49,920	\$58,240	\$116,480	2	3
\$48,000	\$54,400	\$65,000	2	3
\$47,790	\$53,737	\$59,685	2	2
	\$45,000		2	
\$35,360	\$39,520	\$47,840	3	2
\$34,000	\$36,500	\$40,000	3	1
AVERAGE	\$57,407			

JOB 9 PLC Programmer was on the survey and is not included in this report due to the lack of a sufficient amount of responses.

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JOB 10 Information Tech/Systems

Troubleshoots and maintains data communication systems, resolves user problems, and assists with set-up and maintenance of system programs.

Minimum	Midpoint*	Maximum	Job Match	# of Employees
	\$99,840		2	1
\$75,000	\$80,000	\$85,000	3	2
	\$75,000		2	3
\$64,000	\$70,000		2	2
\$62,500	\$66,228	\$69,956	2	2
\$52,000	\$58,240	\$64,480	2	1
	\$50,000		1	
	\$36,920		1	
AVERAGE	\$67,029			

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JOB 11 Safety Manager

Manages safety, investigations, inspections, and safety audits. Develops and provides safety training programs. Manages workers compensation claims. Responsible for OSHA, and other related compliance.

Minimum	Midpoint*	Maximum	Job Match	# of Employees
\$99,000	\$123,800	\$148,600	3	1
	\$120,000		2	1
\$94,000	\$108,000	\$117,000	3	1
	\$100,980		2	1
	\$99,840		2	1
	\$95,000		2	1
	\$85,000		3	
	\$77,000		3	1
\$67,737	\$74,243	\$81,534	2	1
\$62,400	\$72,800	\$83,200	3	1
	\$70,000		2	2
\$50,000	\$60,000	\$70,000	2	1
\$39,520	\$43,680	\$49,920	3	1
	\$35,360		1	
	\$35,000		3	
AVERAGE	\$80,047			

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JOB 12 Semi-Complex Machine Operator

Observes and controls the operation of a production machine which produces a finished product. Sets up, feeds materials, and makes alignment, tension, filling, labeling, cutting or other adjustments for product specifications, and removes defects. Does not replace parts or make repairs.

Minimum	Midpoint*	Maximum	Job Match	# of Employees
\$56,914	\$58,214	\$59,514	3	10
	\$54,953		3	143
	\$49,171			4
	\$45,000		3	3
\$35,360	\$40,144	\$52,041	2	13
\$32,760	\$36,400	\$39,520	1	54
	\$35,963		2	3
\$27,040	\$35,360	\$45,760	1	4
\$31,200	\$35,360	\$39,520	2	2
	\$34,840		2	
\$31,720	\$33,800	\$37,877	1	12
	\$33,000		3	
\$30,680	\$31,491	\$32,302	2	114
	\$29,692		2	10
AVERAGE	\$39,528			

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JOB 13 Assembly Technician

Bench assembly of electrical or mechanical parts requiring some precision-use of hand tools and small power tools.

Minimum	Midpoint*	Maximum	Job Match	# of Employees
	\$43,056			37
\$33,280	\$39,520	\$49,920	2	18
\$37,400	\$39,478	\$46,259	2	
	\$37,960		2	2
\$32,115	\$35,963	\$46,963	2	30
\$32,760	\$35,360	\$39,624	2	45
	\$35,000		3	40
	\$35,000		3	
\$26,000	\$33,280	\$37,440	3	12
\$32,448	\$32,926	\$33,384	2	12
	\$31,200		2	15
AVERAGE	\$36,249			

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JOB 14 Forklift Operator

Operates a manually controlled gasoline, electric or liquid propane gas-powered forklift to transport goods and materials in a warehouse, plant, or other establishment. Certification required.

Minimum	Midpoint*	Maximum	Job Match	# of Employees
\$47,590	\$51,916	\$56,243	3	
\$44,798	\$46,098	\$47,398	2	4
\$38,792	\$44,158	\$50,440	2	4
	\$43,000		2	14
	\$42,016			1
\$35,360	\$41,100	\$47,840	2	6
\$35,360	\$40,248	\$48,796	1	10
	\$40,000		2	15
\$38,522	\$39,208	\$39,853	3	16
\$34,320	\$37,440	\$41,953	3	4
\$34,840	\$36,920	\$39,000	2	3
	\$36,400		2	10
\$32,115	\$35,963	\$46,963	1	2
\$31,200	\$35,360	\$47,840	3	8
\$33,280	\$35,360	\$37,440	3	2
\$31,200	\$35,360	\$39,520	3	3
\$26,000	\$33,280	\$37,440	2	1
\$30,680	\$31,491	\$32,302	2	12
	\$31,000		3	
	\$29,120		2	15
AVERAGE	\$38,272			

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JOB 15 Shipping and Receiving Clerk

Performs clerical and physical tasks related to shipping goods and/or receiving incoming shipments. Follows established guidelines while performing day-to-day, routine tasks. In handling unusual non-routine problems, receives specific guidance from supervisor.

Minimum	Midpoint*	Maximum	Job Match	# of Employees
\$50,000	\$57,500	\$65,000	2	1
	\$52,000			1
	\$48,250		2	2
\$43,264	\$47,590	\$51,916	2	5
\$40,747	\$42,557	\$45,094	2	8
	\$40,560		2	1
	\$40,000		3	35
\$38,000	\$40,000	\$45,000	3	1
	\$39,520		2	3
\$36,004	\$38,376	\$40,123	2	3
\$37,440	\$37,440	\$42,619	2	2
\$31,200	\$37,440	\$43,680	3	1
\$31,200	\$37,440	\$45,760	3	1
\$32,115	\$35,963	\$46,963	2	1
\$31,200	\$35,360	\$39,520	3	3
	\$34,320		2	8
\$31,200	\$33,623	\$36,046	2	5
\$31,200	\$33,280	\$37,024	2	1
\$31,200	\$33,280	\$35,360	2	4
	\$31,000		3	
	\$28,080		2	35
AVERAGE	\$39,218			

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PERKS & BENEFITS

Perks & Benefits are a part of compensation. As part of the wage survey, the twenty-four (24) participants from the manufacturing employment sector and located within the 13-county Georgia Mountains Region 2 Area, also answered if they provide a specific Perks & Benefits. Percentages listed below indicate these are offered by participating employers.

PAID TIME OFF

92%	2 weeks or more after 1 year of service
60%	>10 Paid Holidays
52%	Frequent Overtime available (not required)
40%	Annual Cost of Living Raise
36%	Maternity/Paternity/Adoption Leave
12%	PTO to Volunteer &/or Charitable Matching
4%	Day off for Birthday

WELLNESS

56%	Employee Assistance Program offered
28%	Optional wellness classes/competitions offered
16%	Fitness Center onsite or offsite discount offered
4%	Cafeteria and/or Meals on site

TIME

44%	No weekends
24%	Flex time

BENEFITS

76%	>4% company match on retirement plans
40%	Company match to employee HSA/FSA contributions
20%	Stock Options and/or Company Ownership offered
4%	No cost for employee medical/dental insurance

FUN

36%	Monthly+ fun (birthdays, team building, etc.)
32%	Family Fun Day (Annual+)
8%	Pet friendly office space

ADVANCEMENT

76%	Continuing Education, Upskilling, Tuition Reimbursement offered
24%	Training Opportunities offered with monetary incentives

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