

Georgia Mountains Works 2025 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-nine (29) participants.

BY COMPANY

Advanced Digital Cable, LLC	GM Wood Products	PLASTEK WERKS, INC.
ALBAform	Haering Precision USA LP	Satellite Industries
American Yazaki Corporation	IMS Gear	SKF USA
ASI Southeast	Kubota Manufacturing of America Corporation	Specialty Appliances, LLC
Bitzer US, Inc.	Linde + Wiemann U.S., Inc.	StruXure Outdoor, LLC
Dewtex Inc.	Marine Specialties	Titan Steel Door
Fabritex	Mincey Marble	VDL Industries Gainesville
Fenner Dunlop	Overdrive Logistics Inc	Whitehead Die Casting Inc
Freudenberg-NOK Sealing Technologies	PANEL BUILT INC	ZF Gainesville, LLC
Geveko Markings	Performance Foodservice Atlanta	

BY COUNTY

48%	Hall	7%	Union
17%	Hart	7%	White
10%	Stephens	3%	Union
7%	Lumpkin		

BY TOTAL # OF EMPLOYEES

14%	1-50
31%	51-100
38%	101-300
14%	301-999
3%	1,000+

Due to strict confidentiality requirements, information that would breach a participant's confidentiality is excluded from the report. Report information collected in August 2025.

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PERKS & BENEFITS

Participants are from the manufacturing employment sector and located within the 13-county Georgia Mountains Region 2 Area. There are twenty-nine (29) participants. Percentages listed below indicate the Perks & Benefits offered by participating employers.

PAID TIME

62%	2 weeks or more PTO after 1 year of service
62%	>10 Paid Holidays
52%	Frequent Overtime available (not required)
34%	Annual Cost of Living Raise
31%	Maternity/Paternity/Adoption Leave
14%	PTO to Volunteer &/or Charitable Matching
3%	PTO for Birthday

WELLNESS

72%	Employee Assistance Program offered
41%	Fitness Center onsite or offsite discount offered
31%	Optional wellness classes/competitions offered
31%	Optional financial classes/competitions offered
7%	On-site, Near-site, or funded dependent care
7%	Cafeteria and/or Meals on site

TIME

17%	No weekends
7%	Flex time

BENEFITS

72%	>4% company match on retirement plans
45%	Company match to employee HSA/FSA contributions
21%	Benefits start applying at employee start date
17%	No cost for employee medical/dental insurance

FUN

38%	Monthly+ fun (birthdays, team building, etc.)
21%	Family Fun Day (Annual+)
0%	Pet friendly office space

ADVANCEMENT

62%	Continuing Education, Upskilling, Tuition Reimbursement offered
21%	Training Opportunities offered with monetary incentives

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Participants are from the manufacturing employment sector and located within the 13-county Georgia Mountains Region 2 Area. There are twenty-nine (29) participants. Participants were instructed to report annualized wages.

*Midpoint: 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 of 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).

2024 MFG SECTOR OCCUPATIONAL PRIORITIES

Industrial Maintenance Technician
Frontline Supervisor
Mechatronics/Robotics
Operations Management
Quality Control Technician
Safety Management
Machinist
PLC Programmer
Welder/Fabricator
Logistics Coordinator

AVERAGE SALARY*	OCCUPATIONAL PRIORITY
\$60,548	Industrial Maintenance Technician
\$65,361	Frontline Supervisor
\$68,841	Mechanics / Robotics Technician
\$121,998	Operations Manager
\$53,001	Quality Control Technician
\$83,398	Safety Manager
\$61,367	Machinist
\$100,745	PLC Programmer
\$49,809	Welder/Fabricator
\$60,048	Logistics Coordinator

AVERAGE SALARY*	GEORGIA MOUNTAINS WORKS MFG SECTOR OCCUPATIONAL PRIORITY	AVERAGE HOURLY RATE**
\$43,287	Assembly Technician	\$21
\$43,794	Forklift Operator	\$21
\$47,466	Shipping and Receiving Clerk	\$23
\$48,418	Semi-Complex Machine Operator	\$23
\$49,809	Welder	\$24
\$53,001	Quality Control Technician	\$26
\$56,254	CNC Machinist	\$27
\$60,048	Logistics Coordinator	\$29
\$60,548	Industrial Maintenance Technician	\$29
\$61,367	Machinist	\$30
\$65,361	Frontline Supervisor	\$31
\$68,841	Mechatronics / Robotics Technician	\$33
\$70,092	Production Planner	\$34
\$73,229	Information Tech/Systems	\$35
\$89,398	Safety Manager	\$43
\$100,745	PLC Programmer	\$48
\$121,998	Operations Manager	\$59

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 managed the MFG Sector Strategy.

www.georgiamountainworks.com 2025

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
\$59,966	\$ 79,560	\$ 97,573	2	16
	\$ 77,730		2	1
	\$ 72,800		2	12
\$ 62,000	\$ 72,336	\$ 86,000	2	7
	\$ 71,800		2	2
	\$ 68,000		2	18
\$ 39,520	\$ 65,452	\$ 77,314	2	18
\$ 50,000	\$ 65,000	\$ 75,000	1	4
	\$ 64,272		2	2
	\$ 62,400		2	2
\$ 50,960	\$ 62,400	\$ 76,960	2	2
\$ 47,195	\$ 61,298	\$ 75,400		
\$ 54,350	\$ 58,718	\$ 62,712	1	3
\$ 39,520	\$ 55,640	\$ 71,760	2	2
\$ 38,480	\$ 52,790	\$ 56,160		
	\$ 52,000		2	3
\$ 45,760	\$ 50,960	\$ 56,160	3	2
	\$ 47,840		1	1
	\$ 45,240		2	4
	\$ 43,680		2	5
\$ 37,440	\$ 41,600	\$ 43,680	2	3
AVERAGE	\$ 60,548			

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
	\$ 93,600		2	2
	\$ 85,280		3	4
\$ 78,748	\$ 80,442	\$ 82,137	2	2
	\$ 79,040		2	1
\$ 68,640	\$ 76,960	\$ 91,520	2	7
	\$ 75,000		2	1
\$ 53,102	\$ 68,994	\$ 84,906	2	20
\$ 52,500	\$ 62,400	\$ 76,960	2	1
	\$ 62,400		2	4
\$ 47,840	\$ 54,080	\$ 60,320	3	9
\$ 47,674	\$ 50,461	\$ 53,227	2	16
	\$ 37,440		2	2
AVERAGE	\$ 68,841			

JOB 3 Frontline Supervisor

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

Minimum	Midpoint*	Maximum	Job Match	# of Employees
\$ 65,000	\$100,457	\$131,896		
\$ 91,520	\$ 92,789	\$ 94,058	2	2
\$ 72,800	\$ 83,200	\$ 93,600	2	5
\$ 61,500	\$ 78,800	\$ 96,100	2	13
\$ 72,000	\$ 78,000	\$ 85,000	3	3
	\$ 77,889		3	6
	\$ 74,160		2	1
\$ 71,760	\$ 74,027	\$ 77,500		
	\$ 70,000		2	6
	\$ 66,830		2	3
	\$ 65,562		2	4
\$ 60,320	\$ 65,520	\$ 70,720	1	3
	\$ 64,480		2	9
	\$ 61,767		2	11
\$ 57,658	\$ 60,695	\$ 63,211	2	21
\$ 52,000	\$ 60,320	\$ 74,880	3	19
	\$ 60,320			
\$ 52,000	\$ 58,500	\$ 67,500	2	3
	\$ 56,160		2	10
	\$ 55,000		2	19
\$ 52,000	\$ 54,080	\$ 56,160	3	2
\$ 44,741	\$ 52,217	\$ 59,692	2	2
	\$ 52,000		2	8
	\$ 50,000		3	7
	\$ 45,000			
	\$ 41,600		3	20
AVERAGE	\$ 65,361			

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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
\$ 80,000	\$ 88,000	\$ 95,000	2	1
	\$ 78,500		2	2
\$ 53,102	\$ 68,994	\$ 84,906	2	5
\$ 57,928	\$ 64,813	\$ 79,560		
	\$ 60,320			
	\$ 54,392			
	\$ 52,000		2	5
\$ 37,440	\$ 43,680	\$ 68,640		
	\$ 41,600		3	10
AVERAGE	\$ 61,367			

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
	\$ 79,040		2	2
\$ 60,000	\$ 65,000	\$ 73,000	3	1
\$ 47,195	\$ 61,298	\$ 75,400	2	6
	\$ 59,592		2	4
	\$ 58,490		2	7
\$ 52,000	\$ 53,394	\$ 56,160		
\$54,600	\$ 51,735	\$ 57,470		
	\$ 49,920			
	\$ 46,072		2	6
	\$ 38,000		1	6
AVERAGE	\$ 56,254			

JOB 6 Quality Control Technician

Performs complex inspection of procedures 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
\$ 64,480	\$ 74,880	\$ 85,280	3	5
\$ 53,102	\$ 68,994	\$ 84,906	2	10
\$ 60,000	\$ 65,000	\$ 70,000	2	3
\$ 58,240	\$ 60,320	\$ 62,400		
\$ 50,500	\$ 58,700	\$ 66,900	3	16
	\$ 56,650		3	1
\$ 38,520	\$ 55,640	\$ 71,760	2	5
\$ 50,000	\$ 55,000	\$ 60,000	2	4
	\$ 53,851		2	3
	\$ 53,850		2	4
	\$ 52,000		3	4
\$ 49,920	\$ 52,000	\$ 54,080	2	3
\$ 41,600	\$ 52,000	\$ 62,400	2	1
\$ 47,070	\$ 51,480	\$ 55,827	2	10
\$ 43,680	\$ 47,840	\$ 52,000	3	1
\$ 37,960	\$ 44,678	\$ 68,307	1	8
	\$ 44,000		2	4
	\$ 43,000		2	23
\$ 39,520	\$ 42,910	\$ 43,784		
	\$ 40,220		2	3
	\$ 40,000		1	1
AVERAGE	\$ 53,001			

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
	\$239,200		3	3
\$150,000	\$195,000	\$ 24,000	2	3
\$133,120	\$170,560	\$214,240	3	6
\$150,000	\$165,000	\$180,000		
	\$155,000		2	3
	\$152,500		3	2
\$144,800	\$148,100	\$151,400	3	2
	\$140,000		2	1
	\$137,530		2	3
\$108,000	\$137,000	\$167,000	3	7
	\$126,880		2	2
\$115,000	\$125,000	\$150,000	2	1
	\$124,500		2	4
	\$118,250		2	4
	\$113,400		2	9
	\$105,000		2	1
	\$101,313		2	1
	\$100,000		3	1
	\$ 96,775		3	14
\$ 66,945	\$ 94,928	\$124,800	2	5
\$ 86,050	\$ 93,000	\$100,836	2	5
	\$ 92,000			
	\$ 91,998			
	\$ 85,000		3	1
	\$ 85,000		3	1
\$ 68,000	\$ 80,000	\$ 96,000	2	1
\$ 70,000	\$ 73,000	\$ 78,000	2	1
	\$ 70,000		2	2
AVERAGE	\$ 121,998			

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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
\$ 80,000	\$ 90,000	\$100,000		
\$ 50,000	\$ 89,782	\$ 99,106	2	16
	\$ 87,000			
	\$ 86,500		3	1
	\$ 85,800		2	3
\$ 57,820	\$ 82,600	\$107,380	2	2
	\$ 75,000		2	1
\$ 68,000	\$ 74,000	\$ 83,000	3	6
\$ 47,840	\$ 70,720	\$ 91,520	3	4
	\$ 70,000		2	1
\$ 65,168	\$ 69,784	\$ 74,400	3	10
	\$ 55,120		2	5
	\$ 50,000		3	1
\$ 41,915	\$ 47,736	\$ 53,560	1	2
	\$ 45,822			
	\$ 41,600		3	5
AVERAGE		\$ 70,092		

JOB 9 PLC Programmer

Programs, maintains, and troubleshoots programmable logic controllers that control the machines functions to meet the company needs.

Minimum	Midpoint*	Maximum	Job Match	# of Employees
	\$208,000		3	1
\$102,000	\$120,000	\$139,000	3	2
\$ 96,700	\$103,595	\$111,190	3	5
\$ 95,000	\$102,000	\$110,000	3	1
	\$ 92,500		3	7
\$ 76,000	\$ 83,200	\$ 90,000		
\$ 57,820	\$ 82,600	\$107,380		
	\$ 80,000		3	1
\$ 53,102	\$ 68,994	\$ 84,906	2	5
	\$ 66,560		2	1
AVERAGE		\$ 100,745		

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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
	\$120,000		3	2
	\$ 91,706		2	1
	\$ 82,500		2	2
\$ 55,994	\$ 80,746	\$ 96,262	2	3
\$ 70,000	\$ 80,000	\$ 96,000	2	1
	\$ 75,000		2	2
\$ 50,000	\$ 69,213	\$ 73,640	2	14
	\$ 62,750		2	8
\$ 52,000	\$ 57,000	\$ 65,000	2	2
	\$ 45,000		2	1
\$ 35,360	\$ 41,600	\$ 52,000	3	5
AVERAGE	\$ 73,229			

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
	\$120,000		3	1
\$ 90,000	\$119,270	\$224,769	2	2
	\$117,500		2	1
	\$114,400		2	1
	\$110,000		3	1
	\$100,275		3	1
\$ 90,000	\$ 98,000	\$105,000	2	1
	\$ 95,680		3	1
	\$ 83,500		2	1
\$ 57,820	\$ 82,600	\$107,608		
	\$ 82,218		1	3
\$ 75,000	\$ 80,000	\$ 85,000	2	2
	\$ 75,000		2	1
	\$ 54,080		2	1
	\$ 50,000		2	1
\$ 43,680	\$ 47,840	\$ 52,000	3	1
AVERAGE	\$ 89,398			

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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
\$ 47,195	\$ 61,298	\$ 75,400	2	2
	\$ 60,320		3	4
	\$ 58,240			
	\$ 53,870		2	8
\$ 40,000	\$ 52,000	\$ 64,000	2	8
	\$ 46,904		2	21
\$ 44,720	\$ 46,800	\$ 48,880	2	36
\$ 43,680	\$ 45,760	\$ 54,080	2	4
\$ 39,520	\$ 45,760	\$ 52,000	3	8
\$ 38,480	\$ 44,720	\$ 50,960	2	3
	\$ 43,000		2	42
\$ 37,440	\$ 40,664	\$ 43,888		
\$ 35,360	\$ 39,520	\$ 41,600		
	\$ 39,000		2	30
AVERAGE	\$ 48,418			

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
\$ 54,080	\$ 60,320	\$ 64,480	3	63
\$ 39,300	\$ 49,500	\$ 59,700	2	234
	\$ 48,547			
\$ 41,600	\$ 48,495	\$ 55,390	2	480
	\$ 46,384		2	91
\$ 38,480	\$ 44,720	\$ 50,960	2	6
\$ 37,440	\$ 44,054	\$ 56,160		
	\$ 41,600		3	30
	\$ 41,000		2	30
\$ 39,520	\$ 39,520	\$ 41,600	2	3
	\$ 39,000		1	30
\$ 33,800	\$ 39,000	\$ 27,840	3	72
\$ 29,120	\$ 36,442	\$ 37,440		
\$ 32,760	\$ 35,360	\$ 39,624	1	17
	\$ 35,360			
AVERAGE	\$ 43,287			

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
	\$58,240		2	4
	\$53,040		2	17
	\$50,819		2	27
	\$49,100		3	2
\$41,600	\$48,495	\$55,390.00		
\$41,350	\$47,070	\$53,768.00	3	10
	\$46,904		3	4
\$41,600	\$46,800	\$52,000.00	3	5
	\$46,280			
\$41,500	\$45,000	\$48,500.00	3	21
\$38,480	\$44,720	\$50,960.00	2	6
	\$43,680		2	2
	\$41,600		2	3
\$37,440	\$41,600	\$49,920.00	3	14
	\$40,000		2	4
	\$38,480		3	1
\$34,320	\$37,440	\$41,954.00	3	5
\$36,400	\$37,440	\$38,480.00	3	7
\$35,360	\$37,440	\$43,680.00		6
	\$35,360		3	50
	\$30,160			1
AVERAGE	\$ 43,794			

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
\$ 60,000	\$ 65,000	\$ 70,000	2	1
	\$ 60,320		2	5
	\$ 57,304		3	1
	\$ 56,160			
\$ 50,960	\$ 54,600	\$ 58,240	2	3
	\$ 53,040		2	10
	\$ 52,500		2	1
	\$ 50,000		2	1
\$ 38,000	\$ 48,000	\$ 56,000	2	2
\$ 41,350	\$ 47,070	\$ 53,768		
\$ 43,900	\$ 46,200	\$ 48,526	3	13
\$ 39,520	\$ 45,760	\$ 52,000	2	2
\$ 41,600	\$ 44,990	\$ 55,390	2	14
\$ 37,440	\$ 43,680	\$ 56,160	2	12
	\$ 42,000		2	2
\$ 37,000	\$ 42,000	\$ 50,000	2	2
	\$ 39,520			
\$ 35,360	\$ 39,520	\$ 41,600		
\$ 33,280	\$ 38,397	\$ 42,682	2	4
	\$ 35,360		2	3
	\$ 35,360			
AVERAGE	\$ 47,466			

JOB 16 Logistics Coordinator

Coordinates product transportation, storage, distribution, internal allocation, delivery, and disposal.

Minimum	Midpoint*	Maximum	Job Match	# of Employees
\$ 90,000	\$118,670	\$178,983	2	2
	\$110,240		2	1
\$ 66,430	\$ 94,900	\$123,370	2	2
	\$ 74,300		2	2
\$ 60,000	\$ 70,000	\$ 75,500	3	1
	\$ 68,640		3	2
	\$ 66,800		3	2
\$ 60,000	\$ 65,000	\$ 75,000	2	1
	\$ 60,800		2	1
	\$ 56,650		3	1
\$ 52,000	\$ 56,000	\$ 61,000	2	2
\$ 39,645	\$ 55,367	\$ 74,299		
	\$ 52,748		2	1
	\$ 52,000		2	2
	\$ 50,000		2	1
	\$ 48,880		2	1
	\$ 44,519		2	2
	\$ 44,346		2	1
	\$ 41,995			
	\$ 41,600		3	2
\$ 37,440	\$ 39,520	\$ 54,080		
AVERAGE	\$ 60,048			

JOB 17 Welder

Weld or join metal components using hand-welding or robots including set-up and operation.

Minimum	Midpoint*	Maximum	Job Match	# of Employees
	\$ 62,400		2	4
\$ 44,346	\$ 55,744	\$ 67,142		
	\$ 54,517		2	10
\$ 45,760	\$ 52,000	\$ 58,240		
	\$ 52,000		3	40
\$ 35,360	\$ 48,505	\$ 62,400		
	\$ 46,000		2	30
\$ 37,440	\$ 43,680	\$ 48,943	1	1
	\$ 43,680		2	1
\$ 37,440	\$ 39,520	\$ 41,600	2	16
AVERAGE	\$ 49,809			