

2009
AUGLAIZE AND MERCER COUNTIES
WAGE AND BENEFIT SURVEY

AVERAGE WAGE SUMMARY

| MANUFACTURING POSITION | STARTING | AVERAGE | HIGH |
|---------------------------|----------|---------|---------|
| Arch Welder | \$10.00 | \$12.25 | \$14.68 |
| Assembler – Semi-Skilled | \$10.73 | \$12.07 | \$13.31 |
| Assembler – Skilled | \$12.75 | \$14.15 | \$15.55 |
| Assistant Supervisor | - | - | - |
| Blender Operator | - | - | - |
| Break Press Operator | \$11.55 | \$14.02 | \$15.72 |
| CAD/CAM Operator | \$14.33 | \$15.83 | \$17.00 |
| Casting Machine Operator | \$12.98 | \$14.65 | \$15.80 |
| Cell Operator | \$11.00 | \$13.00 | \$15.00 |
| CNC Machine Operator | \$10.81 | \$14.30 | \$16.06 |
| CNC Programmer | - | - | - |
| Computer Graphics | - | - | - |
| Die Maintenance | \$15.20 | \$17.01 | \$19.03 |
| Die Setter | \$12.75 | \$14.66 | \$16.05 |
| Dock Hand | - | - | - |
| Draftsman | - | - | - |
| Drain Mixer | - | - | - |
| Electrician | \$17.41 | \$19.36 | \$20.53 |
| Engraver | - | - | - |
| Expeditor | \$10.00 | \$11.00 | \$13.00 |
| Extruder Operator | \$13.73 | \$14.86 | \$15.28 |
| Finishing | \$10.00 | \$11.43 | \$12.25 |
| Float | - | - | - |
| Foreman | \$17.41 | \$19.36 | \$21.17 |

| MANUFACTURING POSITION | STARTING | AVERAGE | HIGH |
|------------------------------------|----------|---------|---------|
| Fork Lift Operator | \$11.31 | \$13.12 | \$14.12 |
| General Maintenance | \$11.78 | \$13.75 | \$15.02 |
| Grinder | \$12.00 | - | \$16.35 |
| Grinder – Horizontal Surface | - | - | - |
| Grinder – Rotary Surface | - | - | - |
| Grinder – Rough Horizontal Surface | - | - | - |
| Group Leader – Hourly | \$14.29 | \$16.43 | \$18.52 |
| Head Mold Builder | \$14.43 | \$16.73 | \$16.73 |
| Heat Treat | \$12.50 | \$14.38 | \$16.68 |
| Hot Stamp Operator | \$11.66 | \$12.08 | \$12.93 |
| Inspectors – Quality | \$11.98 | \$13.71 | \$15.14 |
| Installer | - | - | - |
| Janitor | \$8.09 | \$8.69 | \$9.28 |
| Lab Technician | \$14.96 | \$15.90 | \$16.86 |
| Laborer | \$8.22 | \$9.59 | \$11.09 |
| Laser Operator | \$12.25 | \$15.75 | \$17.90 |
| Lathe Operator | \$15.00 | \$15.00 | \$15.00 |
| Machine Maintenance | \$13.91 | \$17.01 | \$20.48 |
| Machine Operator | \$11.68 | \$13.50 | \$14.54 |
| Machinist | \$12.50 | \$13.75 | \$15.75 |
| Maintenance Engineering | \$18.62 | \$21.32 | \$24.02 |
| Maintenance Supervisor | \$20.59 | \$22.54 | \$24.22 |
| Maintenance Technician | \$14.79 | \$17.61 | \$19.63 |
| Material Handler | \$11.66 | \$13.31 | \$14.31 |
| Melting Operator | \$12.50 | \$14.61 | \$16.68 |
| Mill Line Operator | \$14.10 | \$15.15 | \$16.00 |
| Milling Machine Operator | \$12.25 | \$15.25 | \$17.00 |
| Mold Builder | \$13.73 | \$14.68 | \$14.68 |

| MANUFACTURING POSITION | STARTING | AVERAGE | HIGH |
|------------------------------|----------|---------|---------|
| Painter | \$11.11 | \$13.49 | \$14.66 |
| Part-Time Employee | \$7.96 | \$9.09 | \$10.58 |
| Parts Sorter | - | - | - |
| Pellet Mill Operator | - | - | - |
| Press Operator | \$11.76 | \$13.79 | \$14.59 |
| Press Repair | \$12.00 | \$20.07 | \$28.13 |
| Process Control Technician | - | - | - |
| Process Operator | \$11.97 | \$15.32 | \$16.45 |
| Production Manager | \$21.63 | \$27.53 | \$29.45 |
| Production Supervisor | \$17.38 | \$19.20 | \$21.36 |
| Production Technician | \$16.21 | \$19.27 | \$21.98 |
| Production Welder | \$11.95 | \$13.01 | \$14.65 |
| Punch Press Power Shear | - | - | - |
| Quality Control | \$12.41 | \$14.55 | \$16.44 |
| R & D Technician | - | - | - |
| Racker / Unloader | \$10.95 | \$11.30 | \$11.78 |
| Robotic Work Center Operator | \$12.91 | \$13.36 | \$13.94 |
| Safety Technician | - | - | - |
| Saw Operator | \$11.25 | \$12.75 | \$15.13 |
| Scheduler | \$18.49 | \$22.01 | \$24.56 |
| Secondary Equipment Operator | - | - | - |
| Set-Up Operator | \$13.92 | \$15.12 | \$16.27 |
| Sewing Machine Operator | \$9.88 | \$10.38 | \$10.88 |
| Shear Operator | \$11.00 | \$15.30 | \$16.25 |
| Shipping / Receiving | \$11.38 | \$13.22 | \$14.22 |
| *Student – Summer & Holidays | \$8.57 | \$10.21 | \$10.13 |
| Supervisor | \$19.70 | \$22.75 | \$24.10 |
| Tool & Die Apprentice | \$15.82 | \$16.52 | \$18.41 |

| MANUFACTURING POSITION | STARTING | AVERAGE | HIGH |
|--------------------------|----------|---------|---------|
| Tool & Die Makers | \$15.17 | \$17.82 | \$20.59 |
| Tool Designer | \$18.00 | \$21.50 | \$32.25 |
| Truck Driver | \$11.63 | \$12.89 | \$14.37 |
| Tuber Operator | - | - | - |
| Utility Worker | \$10.73 | \$12.51 | \$13.77 |
| Warehouse Coordinator | \$10.46 | \$11.63 | \$12.89 |
| Washroom Operator | \$11.87 | \$14.87 | \$16.87 |
| Waste Treatment Operator | \$15.40 | \$19.20 | \$19.20 |
| Welder | \$12.00 | \$15.13 | \$17.75 |
| X-Ray Operator | - | - | - |
| Sew Floor Coordinator | \$10.71 | \$10.71 | \$10.71 |
| Shipping Coordinator | \$11.16 | \$11.16 | \$11.16 |
| Packaging Coordinator | \$10.71 | \$10.71 | \$10.71 |

| PROFESSIONAL POSITION | STARTING | AVERAGE | HIGH |
|------------------------------------|-------------|-------------|-------------|
| Accounting Manager | \$33,290.00 | \$40,342.50 | \$45,765.00 |
| Buyer / Planner | \$32,666.50 | \$46,144.50 | \$53,248.00 |
| Controller | \$59,334.33 | \$64,727.00 | \$65,871.00 |
| Controls Engineer | - | - | - |
| *Cost Accountant | \$52,480.00 | \$80,000.00 | \$56,848.00 |
| Creative Director / Marketing | - | - | - |
| CS Manager | \$45,000.00 | \$50,000.00 | \$60,000.00 |
| Customer Service Representative | \$25,208.00 | \$30,495.25 | \$35,583.60 |
| Design Engineer | \$51,520.00 | \$56,489.00 | \$63,942.00 |
| Distribution Manager | \$45,000.00 | \$52,000.00 | \$52,000.00 |
| Electrical Engineer | \$38,670.00 | \$52,005.00 | \$57,140.00 |
| Engineer / Office Coordinator | \$43,680.00 | \$54,080.00 | \$62,400.00 |
| Engineering Technician | \$34,510.00 | \$46,415.00 | \$46,561.00 |
| Facilities / Environmental Manager | \$50,000.00 | \$60,000.00 | \$70,000.00 |
| General Manager | \$80,000.00 | \$80,000.00 | \$96,082.00 |
| Human Resource Manager | \$38,799.50 | \$46,055.00 | \$53,090.17 |
| Human Resource Representative | \$43,680.00 | \$54,080.00 | \$62,400.00 |
| Industrial Engineer | - | - | - |
| Inside Sales Personnel | \$39,301.25 | \$46,090.63 | \$52,296.40 |
| Maintenance Supervisor | \$40,195.33 | \$52,669.00 | \$54,291.33 |
| Manager | \$20,800.00 | \$35,880.00 | \$51,002.00 |
| Manufacturing Engineer | \$44,916.67 | \$54,802.33 | \$66,046.67 |
| Manufacturing Manager | \$66,187.00 | \$69,380.00 | \$74,888.00 |
| Material Manager | \$40,000.00 | \$50,000.00 | \$60,000.00 |
| Material Planner | \$34,605.00 | \$45,774.00 | \$55,561.00 |
| Mechanical Engineer | \$48,040.00 | \$58,636.00 | \$70,500.00 |
| Metallurgist | - | - | - |
| M.I.S. Manager | \$56,501.50 | \$64,253.50 | \$68,365.50 |

| PROFESSIONAL POSITION | STARTING | AVERAGE | HIGH |
|--------------------------------------|--------------|--------------|--------------|
| Network Administrator | \$36,667.50 | \$43,843.75 | \$51,197.50 |
| Office Assistant | \$19,760.00 | \$21,445.00 | \$23,140.00 |
| Office Supervisor | \$31,200.00 | \$35,360.00 | \$41,600.00 |
| Operations Manager | \$58,334.33 | \$61,663.33 | \$63,577.00 |
| Pattern CAD & Design Supervisor | - | - | - |
| Plant Engineer | - | - | - |
| Plant Manager | \$52,817.50 | \$65,903.50 | \$78,990.00 |
| Plant Manufacturing Engineer Manager | \$52,447.00 | \$61,350.00 | \$70,744.50 |
| Plant Superintendent | \$52,400.00 | \$58,531.00 | \$80,406.00 |
| President | \$101,674.20 | \$114,942.40 | \$137,261.43 |
| Process Engineer | \$45,800.00 | \$51,827.50 | \$58,320.00 |
| Production Engineer | \$43,680.00 | \$54,080.00 | \$62,400.00 |
| Production Line Planner | - | - | - |
| Production Manager | \$48,500.00 | \$53,600.00 | \$58,700.00 |
| Production Team Leader | - | - | - |
| Purchasing Agent or Manager | \$39,912.00 | \$44,175.00 | \$46,720.80 |
| Quality Control Manager | \$54,928.00 | \$64,270.00 | \$73,404.00 |
| Quality Engineer | \$41,600.00 | \$50,180.00 | \$57,720.00 |
| Safety Manager | \$28,974.33 | \$34,964.67 | \$38,778.00 |
| Safety / Production Trainer | \$29,120.00 | \$35,360.00 | \$41,600.00 |
| Sales Manager | \$55,047.40 | \$69,414.25 | \$70,845.80 |
| Sales Representative | \$38,978.60 | \$41,964.40 | \$52,031.33 |
| Senior Buyer | \$22,880.00 | \$29,120.00 | \$33,280.00 |
| Supervisor | \$39,389.09 | \$47,678.21 | \$55,224.58 |
| System Analyst | \$44,928.00 | \$56,472.00 | \$68,016.00 |
| Tool & Die Supervisor | \$41,600.00 | \$48,443.00 | \$54,080.00 |
| Tooling Manager | - | - | - |
| Treasurer | \$45,000.00 | \$55,000.00 | \$65,000.00 |

| PROFESSIONAL POSITION | STARTING | AVERAGE | HIGH |
|----------------------------------|-----------------|----------------|--------------|
| Vice President Operations | \$87,500.00 | \$127,500.00 | \$149,000.00 |
| Inventory Control Manager | \$43,149.60 | \$43,149.60 | \$43,149.60 |
| Engineering Manager | \$64,157.86 | \$64,157.86 | \$64,157.86 |
| Assistant Manager | \$80,600.00 | \$89,596.00 | \$104,884.00 |

| CLERICAL POSITION | STARTING | AVERAGE | HIGH |
|-------------------------------------|----------|---------|---------|
| Accountant (Staff) | \$11.00 | \$13.00 | \$14.00 |
| Accounting Administrative Assistant | \$14.28 | \$14.93 | \$15.58 |
| Accounting Clerk | \$11.40 | \$12.83 | \$13.88 |
| Administrative Assistant | \$16.00 | \$18.00 | \$20.00 |
| Bookkeeper | \$16.00 | \$16.00 | \$16.00 |
| CAD Operator | - | - | - |
| Clerk – Typist | \$10.00 | \$11.60 | \$11.60 |
| Customer Service Clerk | \$10.66 | \$12.18 | \$13.18 |
| Data Entry | \$9.00 | \$10.25 | \$11.50 |
| Engineering Clerical | \$12.39 | \$12.59 | \$12.79 |
| Factory Administrator | \$13.00 | \$15.00 | \$17.00 |
| General Clerk | \$9.00 | \$10.00 | \$11.00 |
| Graphics / Art | \$8.50 | \$9.50 | \$11.00 |
| Heat Treat Technician | - | - | - |
| Human Resource Assistant | \$14.29 | \$16.26 | \$17.61 |
| Industrial Engineering Technician | \$13.97 | \$16.38 | \$17.34 |
| Information Systems Technician | \$14.22 | \$14.72 | \$15.22 |
| Inventory Clerk | \$9.00 | \$10.50 | \$11.50 |
| Maintenance Clerk | \$11.89 | \$11.89 | \$11.89 |
| Office Manager | \$15.50 | \$16.75 | \$18.00 |
| Order / Purchasing Clerk | \$11.97 | \$11.97 | \$11.97 |
| Payroll Clerk | \$12.07 | \$12.82 | \$13.57 |
| Quality Administrative Assistant | - | - | - |
| Quality Coordinator | \$15.77 | \$19.32 | \$19.32 |
| Receptionist | \$9.40 | \$10.69 | \$11.06 |
| Sales Coordinator | \$11.39 | \$12.87 | \$13.66 |
| Secretary | \$11.89 | \$14.07 | \$15.42 |
| Shipping / Receiving Clerk | \$10.06 | \$12.24 | \$13.24 |

| CLERICAL POSITION | STARTING | AVERAGE | HIGH |
|-------------------------|----------|---------|------|
| Statistician Technician | - | - | - |
| X-Ray Technician | - | - | - |

***NOTE:** Figures for all 3 levels of pay were not always provided by each industry which resulted in a few of the summary totals to show a higher rate of pay in a lower pay classification than the higher pay classification.