

2014

Wage & Fringe Benefit Report

Figures Based on 2013 Compensation Data



Confidential

PREPARED BY:

Mackay Research Group
4494 Coolidge Place
Boulder, CO 80303
www.mackayresearchgroup.com

© National Tooling & Machining Association, 2014



NATIONAL TOOLING & MANUFACTURING ASSOCIATION

Dear Member:

I am pleased to present the 2014 Wage and Fringe Benefit Report, available exclusively to NTMA members. This report contains comprehensive, up-to-date wage and fringe benefit statistics for the precision custom manufacturing industry.

Compiled from responses by 226 survey participants, covering over 14,112 employees in 38 wage classifications, the data presented in the following tables will help you see how competitive you are. The survey results are presented as follows:

- Hourly Employee Wage Summary (by job description)
- Regional Analysis
- Sales Volume Analysis
- Line of Business Analysis

To gain the most benefit from this report, we recommend that you study the results carefully, comparing local/chapter, regional and national statistics to your company's wage and fringe benefit structure.

A sample individual *Annual Wage and Benefit Summary* is also provided at the end of the report. Many members find it useful to calculate the total wage & benefit summary for each employee and share the overall hourly wage rate with them as a valuable means of employee communications.

NTMA thanks those members who contributed data for this vital report.

If you have any questions concerning this report, please contact Kelly LaMarca with NTMA at (800) 248-6862.

Cordially,

Dave Tilstone
NTMA President

NTMA

2014 Wage & Fringe Benefit Report

Table Of Contents

Introduction	1
Hourly Employee Wage Summary	2
Regional Analysis	3
New England (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont)	15
Massachusetts (Boston Chapter)	15
Mid Atlantic (Delaware, Maryland, New Jersey, New York, Pennsylvania, Virginia, Washington D.C., West Virginia) ..	27
Pennsylvania (Pittsburgh Chapter, NW Pennsylvania Chapter)	27
Midwest (Illinois, Indiana, Kentucky, Michigan, Minnesota, Ohio, Wisconsin).....	39
Indiana (Michiana/Fort Wayne Chapter)	39
Illinois	39
Ohio (Cleveland Chapter)	39
North Central (Colorado, Iowa, Kansas, Missouri, Montana, Nebraska, North Dakota, South Dakota, Utah, Wyoming) ...	51
Missouri (St. Louis Chapter, Kansas City Chapter)	51
Colorado (Rocky Mountain Chapter)	51
West (Arizona, California, Idaho, Nevada, Oregon, Washington)	63
Arizona	63
California (Los Angeles Chapter, San Fernando Valley Chapter)	63
Sales Volume Analysis.....	75
Line of Business Analysis (Tools & Dies, Molds, General Precision Machining, Aerospace Machining & Fabrication, Special Machines, Production Operations, Diversified)	87
Annual Wage and Benefit Summary	
Sample	99
Worksheet	100

SAMPLE

Prepared For:
National Tooling & Machining Association
1357 Rockside Road
Cleveland, OH 44134
800/248-6862 (voice)
301/248-7104 (fax)
www.ntma.org

Prepared By:
Mackay Research Group
4494 Coolidge Place
Boulder, CO 80303
720-890-4255 (voice)
720-890-8719 (fax)
www.mackayresearchgroup.com

Introduction

This report reviews the results from the 2013 NTMA Wage & Fringe Benefit survey finalized in December, 2013. A total of 226 manufacturers participated in this survey, providing data on wages and benefits for hourly employees. This report presents detailed analyses of low, high, and average wage rates for each job title. Data is presented for NTMA precision tooling and machining companies by region, by company sales volume category and by line of business. Please note that the regional section presents data at the finest level of detail available, including states and chapters.

State and NTMA chapter data were broken out when there was a sufficient sample size. If a state or chapter that you are interested in is not listed, there were too few participants in that geographic area to support a statistically valid sample.

Please note that throughout the report, a blank designates data that are not available due to an inadequate sample size for a particular statistic.

	Typical NTMA	New England	Mid Atlantic	Southeast	Midwest	North Central	South Central	West
General Information								
Number Of Firms Reporting	226	12	36	8	76	56	5	33
Typical Sales Volume (millions)	\$6.0	\$8.5	\$5.4	\$6.1	\$6.3	\$6.7	\$5.0	\$4.6
Budgeted increase in wages.	3.0%	3.0%	3.0%	2.5%	3.0%	3.0%	1.3%	3.0%
Total Number Of Employees (FTE)	36.0	49.5	35.0	33.0	44.0	38.0	28.0	33.0
Employees Hired During The Year	12.9%	13.4%	10.3%	13.9%	12.5%	13.5%	14.3%	13.3%
Employees Who Left During The Yr	-10.8%	-14.7%	-8.7%	-16.9%	-10.8%	-13.3%	-10.7%	-9.5%
Change In The Workforce	2.1%	4.6%	2.1%	-3.0%	1.7%	0.2%	3.6%	3.8%
Sales By Industry Classification								
Tool & Dies	9%	15%	7%	0%	14%	8%	0%	0%
Molds	7%	0	10	0	11	5	0	0
General Precision Machining	41	50	51	76	35	41	71	25
Aerospace Machining & Fabrication	2	21	12	23	13	22	1	59
Special Machines	5	0	8	1	8	2	0	4
Production Operation	10	0	7	0	14	14	0	6
All Other	15	29	12	0	19	16	28	6
Total Sales	100%	100%	100%	100%	100%	100%	100%	100%

Hourly Employee Wage Summary

	<u>Lowest Hourly Rate Reported</u>	<u>Average Lowest Hourly Rate Reported</u>	<u>Average Hourly Rate Reported</u>	<u>Average Highest Hourly Rate Reported</u>	<u>Highest Hourly Rate Reported</u>
<u>Apprentice</u>					
First Year	\$8.00	\$11.78	\$12.51	\$13.24	\$23.00
Second Year	\$10.00	\$14.13	\$14.41	\$14.70	\$22.31
Third Year	\$12.00	\$15.43	\$15.72	\$15.99	\$21.00
Fourth Year	\$13.21	\$16.65	\$17.02	\$17.39	\$23.60
<u>Manual Machining Operations</u>					
Boring Mill Operator	\$16.00	\$22.28	\$22.94	\$23.23	\$29.50
Diemaker	\$10.50	\$21.31	\$25.46	\$28.70	\$38.54
Drill Press Operator	\$9.00	\$14.21	\$14.15	\$15.54	\$23.10
EDM Operator (Electrode)	\$14.00	\$20.80	\$22.50	\$24.33	\$40.00
Grinder Operator	\$9.00	\$18.07	\$20.14	\$22.19	\$31.50
Jig Borer/Grinder Operator	\$14.00	\$20.66	\$21.67	\$22.82	\$33.75
Lathe Operator (Automatic)	\$11.00	\$19.08	\$20.91	\$23.18	\$36.00
Lathe Operator (Engine)	\$10.00	\$19.69	\$20.66	\$21.22	\$31.30
Machinist, All Around (Journeyman)	\$9.00	\$20.98	\$22.99	\$24.83	\$40.00
Milling Machine Operator	\$10.00	\$17.61	\$19.35	\$20.83	\$33.00
Moldmaker/Die Cast Diemaker	\$12.75	\$22.14	\$24.73	\$26.48	\$34.00
Polisher (Molds)	\$11.00	\$18.88	\$20.14	\$21.90	\$37.00
Punch Press Set-up & Operator	\$9.00	\$17.72	\$15.99	\$18.71	\$34.43
Saw Operator	\$8.00	\$14.51	\$15.04	\$15.51	\$26.00
Special Machine Builder	\$13.21	\$20.66	\$22.50	\$24.91	\$33.81
Toolmaker (Jigs, Fixtures, Gages)	\$10.00	\$22.40	\$23.88	\$25.31	\$37.00
<u>CNC Operations</u>					
Drilling Machine Operator	\$12.00	\$18.31	\$19.79	\$21.27	\$28.00
EDM Operator (Wire)	\$10.00	\$21.81	\$23.91	\$25.61	\$35.07
Grinder (OD/ID) Operator	\$9.00	\$17.99	\$20.28	\$22.84	\$35.56
Machining Center Operator (Horizontal)	\$9.00	\$17.85	\$20.94	\$24.05	\$38.00
Machining Center Operator (Vertical)	\$8.00	\$17.11	\$20.50	\$23.48	\$36.00
Programmer/Engineer	\$12.00	\$24.92	\$27.26	\$29.55	\$50.00
Turning Center Operator	\$8.25	\$17.26	\$20.44	\$23.14	\$37.50
<u>Manufacturing Support Functions</u>					
Assembler (Subassemblies, Controls, etc.)	\$8.00	\$14.64	\$16.42	\$18.22	\$30.00
Deburring Specialist	\$8.75	\$13.54	\$15.03	\$16.58	\$25.00
Designer (Control Systems)	\$15.50	\$27.98	\$30.66	\$33.40	\$84.13
Draftsman (CAD)	\$10.20	\$22.95	\$25.49	\$27.72	\$84.13
Electrical/Electronics Technician	\$12.00	\$19.23	\$21.00	\$22.45	\$40.08
Inspector	\$8.00	\$17.80	\$19.79	\$21.61	\$37.50
Inspector (CMM Operator)	\$9.45	\$21.06	\$22.71	\$24.36	\$46.00
Machine Repair & Maintenance	\$8.50	\$18.65	\$20.64	\$22.45	\$41.20
Shipping/Receiving Clerk	\$8.00	\$14.95	\$16.09	\$17.42	\$36.73
Plant Supervisor	\$12.00	\$27.22	\$29.76	\$32.06	\$60.00
Welder, Combo (Arc, Gas, MIG, Tig, SubArc)	\$8.50	\$18.14	\$19.68	\$21.68	\$42.00
Purchasing Agent	\$12.00	\$22.37	\$23.52	\$24.50	\$54.00