



2023 INDUSTRY GUIDE
COMPENSATION TRENDS & WAGE PROJECTIONS

MANUFACTURING

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ABOUT THIS GUIDE

The FrankCrum Staffing **2023** Salary Guide for Manufacturing reports the projected average salary of both exempt and non-exempt positions within the industry. Backed by data, our guide serves as a tool for hiring managers to gain insight on the U.S. hiring landscape and on current compensation trends.

ABOUT FRANKCRUM STAFFING

FrankCrum Staffing, founded in 1981 and headquartered in Florida, reduces the time and expense clients spend on recruiting by finding and placing highly qualified candidates for businesses.

Specializing in contract, contract-to-hire, and direct placements, FrankCrum Staffing combines personal care and technology to serve employers and job seekers in industries such as supply chain, warehousing and distribution, light industrial, ecommerce, and professional services.

FrankCrum Staffing is a Certified Staffing Professional Organization, a top 10 winner of the Tampa Bay Times Fast 50 award, and a member of the Staffing Industry Analysts (SIA).



COMPENSATION TRENDS AND 2023 WAGE PROJECTIONS IN MANUFACTURING

WAGE GROWTH VS. INFLATION

Last year's tight labor market and high inflation rate boosted average salary increase budgets up to 4.1% — a significant increase from the prior year's 3% average. In fact, according to WorldatWork, salary increase budgets for 2022 reached their highest level in the U.S. within the last 20 years.

The projected salary increases for 2023 maintain the prior year's momentum. A September 2022 survey from The Conference Board found that the average projected salary increase budget for 2023 is 4.3%.

Employers say the ongoing challenges of finding and retaining talent along with inflationary pressures are two of the main reasons for the higher projected wage increases this year. The 2022 inflation rate of 6.5% (December 2022), compared to 2022 salary increases of 4.1% resulted in a 2.4% decrease in annual salary change when adjusted for inflation.

The average increase in figures represents an average across all industries, locations, and job types. There will be differences between these factors depending on the supply and demand for workers in specific industries or job types. The table below shows the average pay increases since 2017 compared to annual inflation levels:

AVERAGE ANNUAL SALARY INCREASES VS. ANNUAL INFLATION

	2017	2018	2019	2020	2021	2022	2023 Projected
Average Salary Increases For All Employee Groups	3.0%	3.1%	3.2%	2.9%	3.0%	4.1%	4.3%
Annual Inflation	2.1%	1.9%	2.3%	1.4%	7.0%	6.5%	3.2%
Annual Increases Adjusted for Inflation	0.9%	1.2%	0.9%	0.6%	-4.0%	-2.4%	1.1%

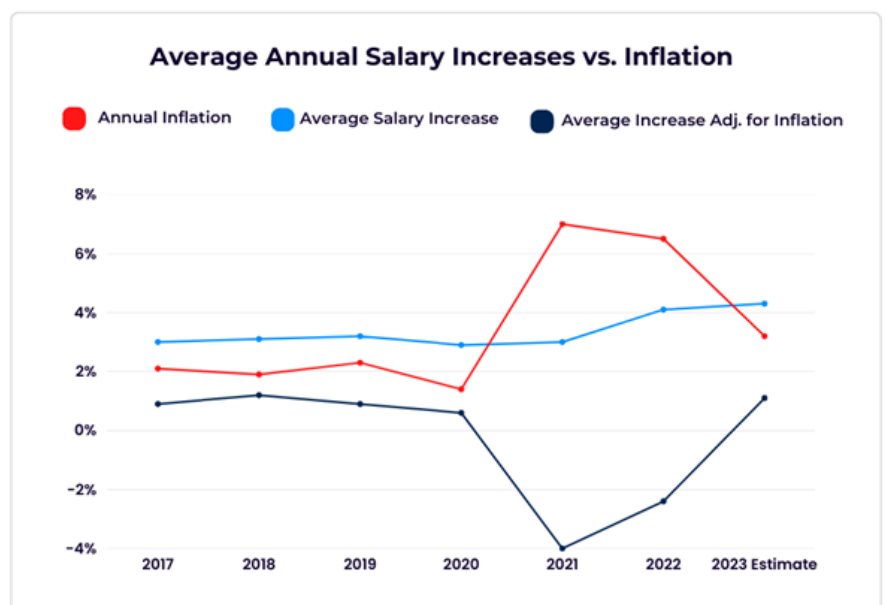
Sources: WorldatWork Annual Salary Budget Surveys 2017 – 2022 and The Conference Board.



The chart on the right shows a graphical comparison of average salary increases to average increases adjusted for inflation. Salary increases have typically outpaced inflation by a slight margin, with the notable exceptions of 2021 and 2022.

It is worth noting that high inflation impacts lower wage earners more directly, so hourly workers are more likely to seek higher-paying jobs sooner than their salaried counterparts. Pay increase budgets should not be indexed to inflation, but the annual inflation rate should certainly be considered when budgeting pay increases, as should survey results on salary increase budgets.

If forecasts for the economic landscape as well as wage increases both prove accurate for 2023, the 'real increases' (adjusted for inflation) will put us on track to what we've seen in the past, prior to 2021. However, the 2023 market projections vary significantly.



INDUSTRY AND LOCATION SPECIFIC CONSIDERATIONS

According to the Bureau of Labor Statistics (BLS) forecasts, employment in manufacturing, or production occupations, are projected to show little-to-no change this year. Manufacturing is one of three major occupational groups forecasted to see either no change or a slight decrease in employment between 2020 and 2030 — a 0.4% decrease, or a loss of 39,000 jobs, is expected. The main reason for employment stagnation in the industry is the growing use of technology.

Technological advancements are expected to continue to replace many of the manufacturing workers that make up a large share of the industry's positions. Production will become less dependent on physical labor as more processes become computer controlled. Since this industry is not expected to see major growth, it is likely that wages will lag the overall pay increases in the next few years.

However, many workers in manufacturing could easily shift to other industries, including warehouse or supply chain, if pay in those sectors is higher. Therefore, it will be necessary to remain competitive with positions that require a similar skill set. Wages for skilled workers will be dictated by what seems to be a waning supply of skilled employees. Employers may consider upskilling and reskilling their employees to develop workforce expertise and fill these skilled positions.

In addition to differences in compensation practices between industries, location can impact how employees are compensated. For example, the Tampa area (Tampa/St. Petersburg/Clearwater) had an unemployment rate of 2.2% in December 2022, according to the Bureau of Labor Statistics (BLS). For the same period, the national unemployment rate was 3.4%, meaning Tampa has fewer unemployed workers and thus, more competition amongst local companies for labor. In addition, the trailing 12-month inflation figure for the Tampa area was 9.6%, drastically higher than the national 6.5%. Both the low unemployment and high inflation in Tampa would suggest that wages in the Tampa area will grow faster in 2023 than the overall 2023 wage increase forecast of 4.3%.



COMPENSATION CONSIDERATIONS FOR 2023 AND BEYOND

Companies may consider different approaches when faced with limited budgets for pay increases.

1. BE STRATEGIC ABOUT PAY INCREASES

Target your high performers for larger increases. Reserve a modest increase for middle/lower performers.

2. CONSIDER VARIOUS PAY TYPES

This is a great time for companies to consider a variable or incentive pay plan to complement their base pay programs. Utilizing incentive pay has the advantages of not increasing fixed costs and therefore ties potential rewards to desirable business outcomes.

3. LOOK BEYOND WAGES

Although competitive wages are certainly an important reason employees remain with organizations, they are not the only reason. Companies may consider non-cash aspects of work, such as benefit plan enhancements, providing career growth opportunities and meaningful feedback, building an engaging company culture, and providing work/life balance. The possibility for remote work is a game changer in many industries. It's recommended employers evaluate the full scope of the employment relationship; focus on all elements and offerings that attract and retain employees.



2023 SALARY GUIDE MANUFACTURING

When making decisions about employee compensation, it's beneficial to understand the broader employment landscape. Over the next several pages, you will find average pay ranges for positions in your field, based upon factors such as years of experience, specialized training and education, certifications, and the level of complexity and expectation of a particular role.



NON-EXEMPT (HOURLY) AVERAGE PAY GRID

JOB TITLE	TAMPA BAY AVERAGE PAY RANGE*
Clean Up	\$13.50 - \$19.25 Hourly
Forklift Operator	\$16.50 - \$25.00 Hourly
Line Attendant	\$15.25 - \$22.75 Hourly
Machine Operator	\$17.00 - \$26.25 Hourly
Maintenance Technician	\$18.75 - \$26.75 Hourly
Material Handler	\$15.50 - \$23.25 Hourly
Mixer	\$15.75 - \$24.00 Hourly

*Pay can vary based on geographical location. Please adjust +/- from the Tampa Bay average using the following percentages: Atlanta, GA: + 6.41%; Houston, TX: + 8.04%; Jacksonville, FL: + 8.23%; Lakeland, FL: + 4.78%; Miami, FL: + 3.65%; Orlando, FL: + 5.03%. If your work location is not listed, please contact us for further information.

NON-EXEMPT (HOURLY) JOB TITLES AND DUTIES

CLEAN UP

- Performs cleaning of high-hygiene process areas.
- Disassembles, cleans, sanitizes, and reassembles processing machines and equipment; and cleans and sanitizes plant processing and storage areas.
- Assists in setting up and starting designated production equipment and ensures all areas and equipment are ready to meet pre-operation goals.
- Adheres to safe work practices, follows state and federal regulations and other required guidelines, maintains sanitary conditions, and ensures that product quality is maintained.

FORKLIFT OPERATOR

- Operates and drives gasoline-, liquefied gas-, or electric-powered industrial truck equipped with lifting devices, such as forklift, boom, scoop, lift beam and swivel-hook, fork-grapple, clamps, elevating platform, or trailer hitch, to push, pull, lift, stack, tier, or move products, equipment, or materials in warehouse, storage yard, or factory.
- Moves levers and presses pedals to drive truck and control movement of lifting apparatus.
- Positions forks, lifting platform, or other lifting device under, over, or around loaded pallets, skids, boxes, products, or materials, or hooks tow trucks to trailer hitch, and transports load to designated area.

LINE ATTENDANT

- Assembles parts and subassemblies according to engineering drawings.
- Prepares work to be accomplished by studying assembly instructions, blueprint specifications, and parts lists; and gathering parts, subassemblies, tools, and materials.
- Performs general, complex, and advanced assembly of products according to established specifications and instructions; and performs high-precision calibration and advanced adjustments using testing instruments.
- Installs, repairs, inspects, reassembles, replaces, refits, and adjusts products as required.

MACHINE OPERATOR

- Operates fabricating machines, such as cutoff saws, shears, rolls, brakes, presses, forming machines, spinning machines, and punch, that cut, shape, and bend metal plates, sheets, tubes, and structures.
- Reads job specifications to determine machine adjustments and material requirements.
- Positions stops or guides to specified length as indicated by scale, rule, or template.

MACHINE TECHNICIAN

- Repairs and keeps physical structures of commercial and industrial establishments, such as factories, office buildings, apartment houses, and logging and mining constructions, maintained using hand tools and power tools.

MATERIAL HANDLER

- Loads, unloads, and moves materials within warehouse.
- Reads work order or follows verbal instructions to ascertain materials or containers to be moved.

MIXER

- Blends solid and liquid ingredients to make products, such as paints, lacquers, putty, paint pigments, and binders, following formula, using mixing machines.
- Turns valves or alters pump meters to admit specified amounts of liquids, such as oils, solvents, and water into mixer.
- Weighs and dumps specified amounts of dry ingredients, such as plastic flash, color concentrates, and resins into mixer, as indicated on batch ticket, or dumps pre-weighed ingredients into tank.



EXEMPT (SALARIED) AVERAGE PAY GRID

JOB TITLE	TAMPA BAY AVERAGE PAY RANGE*
Maintenance Manager	\$65,300 - \$107,000 Annually
Maintenance Supervisor	\$60,000 - \$98,200 Annually
Quality Assurance Specialist	\$49,500 - \$86,300 Annually

*Pay can vary based on geographical location. Please adjust +/- from the Tampa Bay average using the following percentages: Atlanta, GA: + 6.41%; Houston, TX: + 8.04%; Jacksonville, FL: + 8.23%; Lakeland, FL: + 4.78%; Miami, FL: + 3.65%; Orlando, FL: + 5.03%. If your work location is not listed, please contact us for further information.

EXEMPT (SALARIED)* JOB TITLES AND DUTIES

MAINTENANCE MANAGER

- Supervises, directs, and coordinates the activities of workers engaged in repair, maintenance, and installation of machines, tools, and equipment.
- Reviews job orders to determine work priorities for staff.
- Schedules repair, maintenance, and installation of machines, tools, and equipment to ensure continuous production operations.

MAINTENANCE SUPERVISOR

- Supervises and coordinates activities of skilled trades workers engaged in maintaining and repairing equipment, electrical, plumbing, ventilation, structures, utility systems, buildings, and grounds.
- Evaluates problematic systems or facilities and determines the installation or repair services that need to be performed.
- Develops and organizes work schedules and assigns work activities to subordinates.

QUALITY ASSURANCE SPECIALIST

- Assists the Quality Manager with internal and external audits.
- Prepares and keeps auditing protocol.
- Verifies that new products meet quality standards.
- Performs root cause analysis and works to ensure a non-conforming product is addressed.

*While the positions listed above may commonly be classified as salary exempt, employers must evaluate the specific job duties of the employee to ensure FLSA compliance.

**AT FRANKCRUM STAFFING, WE TAKE YOUR BUSINESS
SUCCESS PERSONALLY WITH A COMMITMENT TO ALWAYS:** 
"DO THE RIGHT THINGS FOR THE RIGHT REASONS."

Let us help you find top talent. Contact us today:

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