

Northwest Louisiana Manufacturing Wage Survey 2020



The Center for Business and Economic Research, with the help of the North Louisiana Economic Partnership, conducted a wage survey of entry-level operating, production, and maintenance positions for manufacturers in Northwest Louisiana. The survey was initially mailed electronically in October of 2019 and was administered using Qualtrics. The survey design is in Appendix A. The survey was originally scheduled to close in November 2019, but was extended to January of 2020 to increase the number of responses. We received nine completed surveys and the results of the survey are discussed below.

Results:

Q1. Lowest Entry-Level Production/ Operator

The lowest rate used for new hires in an entry-level production or operating position.

The lowest hourly wage rate reported was \$10.87 and the highest hourly wage reported was \$25.56. The mean hourly wage was \$18.32. The median hourly wage was \$16.95.

Number of Employees at that Rate

Four firms reported zero employees currently employed at this pay rate. For respondents that reported employees at this pay rate the minimum number of employees was 5, and the maximum number employees at this pay rate was 59. The mean number of employees at this pay rate was 22.8 if we exclude those who reported zero, and 14.25 if we include those who reported zero.

Q2. Highest Entry-Level Production/Operator

The highest rate used for new hires in an entry-level production or operating position (if that rate varies by position)

The lowest hourly wage rate reported was \$14.37 and the highest hourly wage reported was \$30.68. The mean hourly wage was \$20.51. The median hourly wage was \$19.19.

Number of Employees at that Rate

Four firms reported zero employees currently employed at this pay rate. For respondents that reported employees at this pay rate the minimum number of employees was 1 and the maximum number of employees at this pay rate was 40. The mean number of employees at this pay rate was 11.8 if we exclude those who reported zero, and 9.8 if we include those who reported zero.

Q3. Top Production/ Operating Position

The highest rate someone can achieve in a production or operating role

The lowest hourly wage rate reported was \$18.66 and the highest hourly wage reported was \$40.46. The mean hourly wage was \$28.41. The median hourly wage was \$27.11.

Number of Employees at that Rate

One firm reported zero employees currently employed at this pay rate. For respondents that reported employees at this pay rate the minimum number of employees was 8, and the maximum number employees at this pay rate was 58. The mean number of employees at this pay rate was 23.6.

Q4. Entry-Level Forklift/ Clamp Truck Operator

The lowest rate used for new hires in an entry-level forklift or clamp truck operating position

The lowest hourly wage rate reported was \$11.57 and the highest hourly wage reported was \$21.78. The mean hourly wage was \$16.47. The median hourly wage was \$17.73.

Number of Employees at that Rate

Only five firms reported employees in this category. For respondents that reported employees at this pay rate the minimum number of employees was 1, and the maximum number employees at this pay rate was 8. The mean number of employees at this pay rate was 4.4.

Q5. Top Forklift/ Clamp Truck Operator

The highest rate someone can achieve as a forklift or clamp truck operator

The lowest hourly wage rate reported was \$13.64 and the highest hourly wage reported was \$32.33. The mean hourly wage was \$20.73. The median hourly wage was \$20.23.

Number of Employees at that Rate

Only four firms reported employees in this category. For respondents that reported employees at this pay rate the minimum number of employees was 1, and the maximum number employees at this pay rate was 23. The mean number of employees at this pay rate was 10.25.

Q6. Check any of the following that apply to your organization:

Seven of the nine respondents selected at least one of the following categories.

Multi-craft mechanical maintenance: We hire maintenance technicians to perform work across multiple skills within mechanical maintenance (i.e., millwright, welding, pipe fitting)

Five of the seven respondents (71.4%) marked this category.

Multi-craft E&I maintenance: We hire E&I technicians to perform both electrical and instrumentation work.

Four of the seven respondents (57.1%) marked this category or 57.1%.

Multi-craft across disciplines: We hire maintenance technicians to perform both mechanical and electrical work.

Five of the seven respondents (71.4%) marked this category.

Q7. Entry-Level Mechanical Maintenance

The lowest pay rate for someone in a mechanical maintenance position with at least some mechanical skills (not an apprentice)

The lowest hourly wage rate reported was \$14.57 and the highest hourly wage reported was \$27.92. The mean hourly wage was \$23.12. The median hourly wage was \$23.85.

Number of Employees at that Rate

Only three firms reported employees in this category. For respondents that reported employees at this pay rate the minimum number of employees was 1, and the maximum number employees at this pay rate was 27. The mean number of employees at this pay rate was 14.3.

Q8. Top Mechanical Maintenance

The highest rate someone can achieve as a mechanical maintenance technician, highly skilled journeyman

The lowest hourly wage rate reported was \$21.74 and the highest hourly wage reported was \$52.93. The mean hourly wage was \$32.59. The median hourly wage was \$30.79.

Number of Employees at that Rate

Only five firms reported employees in this category. For respondents that reported employees at this pay rate the minimum number of employees was 1, and the maximum number employees at this pay rate was 30. The mean number of employees at this pay rate was 10.6.

Q9. Entry Level Electrical and/or Instrumentation

The lowest pay rate for someone in an electrical and/or instrumentation position with some skills in the discipline (not an apprentice)

The lowest hourly wage rate reported was \$21.00 and the highest hourly wage reported was \$30.70. The mean hourly wage was \$25.61. The median hourly wage was \$24.47.

Number of Employees at that Rate

Only three firms reported employees in this category. For respondents that reported employees at this pay rate the minimum number of employees was 4, and the maximum number employees at this pay rate was 27. The mean number of employees at this pay rate was 11.7.

Q10. Top Electrical and/or Instrumentation

The highest rate someone can achieve as an electrical and/or instrumentation technician, highly skilled

The lowest hourly wage rate reported was \$27.11 and the highest hourly wage reported was \$37.08. The mean hourly wage was \$32.86. The median hourly wage was \$34.27.

Number of Employees at that Rate

Only five firms reported employees in this category. For respondents that reported employees at this pay rate the minimum number of employees was 1, and the maximum number employees at this pay rate was 8. The mean number of employees at this pay rate was 3.4.

Q11. Entry Level Multi-Craft Mechanical and Electrical

The lowest pay rate for someone in a maintenance position requiring both electrical and mechanical skills

The lowest hourly wage rate reported was \$14.57 and the highest hourly wage reported was \$35.17. The mean hourly wage was \$25.18. The median hourly wage was \$24.89.

Number of Employees at that Rate

Only four firms reported employees in this category. For respondents that reported employees at this pay rate the minimum number of employees was 1, and the maximum number employees at this pay rate was 15. The mean number of employees at this pay rate was 9.8.

Q12. Top Multi-Craft Mechanical and Electrical

The highest rate someone can achieve as a multi-craft electrical and mechanical technician, highly skilled

The lowest hourly wage rate reported was \$21.74 and the highest hourly wage reported was \$36.38. The mean hourly wage was \$29.20. The median hourly wage was \$28.87.

Number of Employees at that Rate

Only five firms reported employees in this category. For respondents that reported employees at this pay rate the minimum number of employees was 1, and the maximum number employees at this pay rate was 15. The mean number of employees at this pay rate was 6.6.

Q13. What is your Average Straight Time Hourly Rate (ASTHR)

For Operations

The lowest hourly wage rate reported was \$14.37 and the highest hourly wage reported was \$32.21. The mean hourly wage was \$21.84. The median hourly wage was \$17.75.

For Maintenance

The lowest hourly wage rate reported was \$20.52 and the highest hourly wage reported was \$31.19. The mean hourly wage was \$27.56. The median hourly wage was \$28.13.

Overall

The lowest hourly wage rate reported was \$15.43 and the highest hourly wage reported was \$31.70. The mean hourly wage was \$22.92. The median hourly wage was \$20.05.

Q14. How often does a new hire stay at the hire-in pay rate before their first promotion?

The most common answer reported was one year. The next most common response was ninety days. Other reported values were 120 days and six months.

Q15. How many weeks of vacation does a new hire get?

Fifty percent of respondents replied with that new hires earn one week of vacation. The next most common response was two weeks of vacation.

Q16. When are they eligible to take that vacation?

The most common response was after one year of employment. The next most common response was after 5 months of employment. Other responses were after 90 days and after an unspecified probationary period.

Q17. What percentage of health coverage is paid for by the company?

Responses varied quite a bit. The lowest amount covered that was reported was fifty percent and the highest amount covered ninety-six percent. The average amount covered was seventy-five percent.

Appendix A:

Center for Business & Economic Research LSUS

Wage survey

Start of Block: OPERATING AND PRODUCTION POSITIONS

Q1 Lowest Entry-Level Production/ Operator

	Pay Rate (Hourly) (1)	Number of Employees at that Rate (2)
The lowest rate used for new hires in an entry-level production or operating position. (1)		

Q2 Highest Entry-Level Production/Operator

	Pay Rate (Hourly) (1)	Number of Employees at that Rate (2)
The highest rate used for new hires in an entry-level production or operating position (if that rate varies by position) (1)		

Q3 Top Production/ Operating Position

	Pay Rate (Hourly) (1)	Number of Employees at that Rate (2)
The highest rate someone can achieve in a production or operating role (1)		

Q4 Entry-Level Forklift/ Clamp Truck Operator

	Pay Rate (Hourly) (1)	Number of Employees at that Rate (2)
The lowest rate used for new hires in an entry-level forklift or clamp truck operating position (1)		

Q5 Top Forklift/ Clamp Truck Operator

	Pay Rate (Hourly) (1)	Number of Employees at that Rate (2)
The highest rate someone can achieve as a forklift or clamp truck operator (1)		

End of Block: OPERATING AND PRODUCTION POSITIONS

Start of Block: MAINTENANCE POSITIONS

Q6 Check any of the following that apply to your organization:

Multi-craft mechanical maintenance: We hire maintenance technicians to perform work across multiple skills within mechanical maintenance (i.e., millwright, welding, pipe fitting) (1)

Multi-craft E&I maintenance: We hire E&I technicians to perform both electrical and instrumentation work. (2)

Multi-craft across disciplines: We hire maintenance technicians to perform both mechanical and electrical work. (3)

Q7 Entry-Level Mechanical Maintenance

	Pay Rate (Hourly) (1)	Number of Employees at that Rate (2)
The lowest pay rate for someone in a mechanical maintenance position with at least some mechanical skills (not an apprentice) (1)		

Q8 Top Mechanical Maintenance

	Pay Rate (Hourly) (1)	Number of Employees at that Rate (2)
The highest rate someone can achieve as a mechanical maintenance technician, highly skilled journeyman (1)		

Q9 Entry Level Electrical and/or Instrumentation

	Pay Rate (Hourly) (1)	Number of Employees at that Rate (2)
The lowest pay rate for someone in an electrical and/or instrumentation position which some skills in the discipline (not an apprentice) (1)		

Q10 Top Electrical and/or Instrumentation

	Pay Rate (Hourly) (1)	Number of Employees at that Rate (2)
The highest rate someone can achieve as an electrical and/or instrumentation technician, highly skilled (1)		

Q11 Entry Level Multi-Craft Mechanical and Electrical

	Pay Rate (Hourly) (1)	Number of Employees at that Rate (2)
The lowest pay rate for someone in a maintenance position requiring both electrical and mechanical skills (1)		

Q12 Top Multi-Craft Mechanical and Electrical

	Pay Rate (Hourly) (1)	Number of Employees at that Rate (2)
The highest rate someone can achieve as an multi-craft electrical and mechanical technician, highly skilled (1)		

End of Block: MAINTENANCE POSITIONS

Start of Block: OTHER QUESTIONS

Q13 Click to write the question text

	For Operations (1)	For Maintenance (2)	Overall (3)
1. What is your Average Straight Time Hourly Rate (ASTHR) (1)			

Q14 How often does a new hire stay at the hire-in pay rate before their first promotion?

Q15 How many weeks of vacation does a new hire get?

Q16 When are they eligible to take that vacation?

Q17 What percentage of health coverage is paid for by the company?

End of Block: OTHER QUESTIONS

Start of Block: Classification

Q18 Name of your company

Q19 Contact information to send copy of final results to survey

End of Block: Classification

