

# 2023

## EAST-CENTRAL ALABAMA WAGE & BENEFITS REPORT



**Tempforce**

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SMARTER STAFFING. SMARTER ANALYSIS.



## OVERVIEW & PROCEDURE

The East-Central Alabama Wage & Benefits Report is an Annual Analysis of our Region's Wage and Benefits Trends collected, compiled and distributed by the Analytics & Reporting Team here at TempForce-Smart Staffing Solutions. This project was formulated as a way to answer a question our customers always ask us: "Are we competitive?" Our aim is collect up-to-date information about the Wages & Employment Benefits local organizations are offering to new staff, and popular changes made to attract and retain top talent.

The 2023 Wage & Benefits Survey was mailed and emailed to 250 company representatives from over 125 large organizations who are responsible for a large amount of hiring in our local areas. Recipients were given six weeks to submit their survey online, by email or fax between Mid-February and Late March 2023. Respondents were assured that the survey was anonymous and no company names would be shared in the public report. Each survey respondent was asked to include information on up to three positions they hire for frequently.

The data included in this report represents 76 Full-Time Jobs across a variety of different organizations; industries represented include Manufacturing (both Union and Non-Union), Public Education, Government, Finance, Health/Medical and Trucking/Transportation.

The Jobs in this report are located in the following East-Central Alabama Counties: 37% are from Calhoun; 37% from Talladega; 12% from St. Clair; 13% from Clay; 1% from Randolph.

We are truly hopeful that this free resource will help you and your organization make informed decisions about the Compensation and Benefits you offer. If you are curious about an area that isn't reflected in this report, please don't hesitate to let us know so we can revise and perfect the 2024 ECA Wage & Benefits Report.

TempForce is a locally owned and operated staffing agency with locations in Anniston, Sylacauga, Pell City and Ashland. We specialize in light industrial and clerical staffing with a focus on temp to permanent hire placements, hands-on employee management and making smart, long-lasting talent matches.

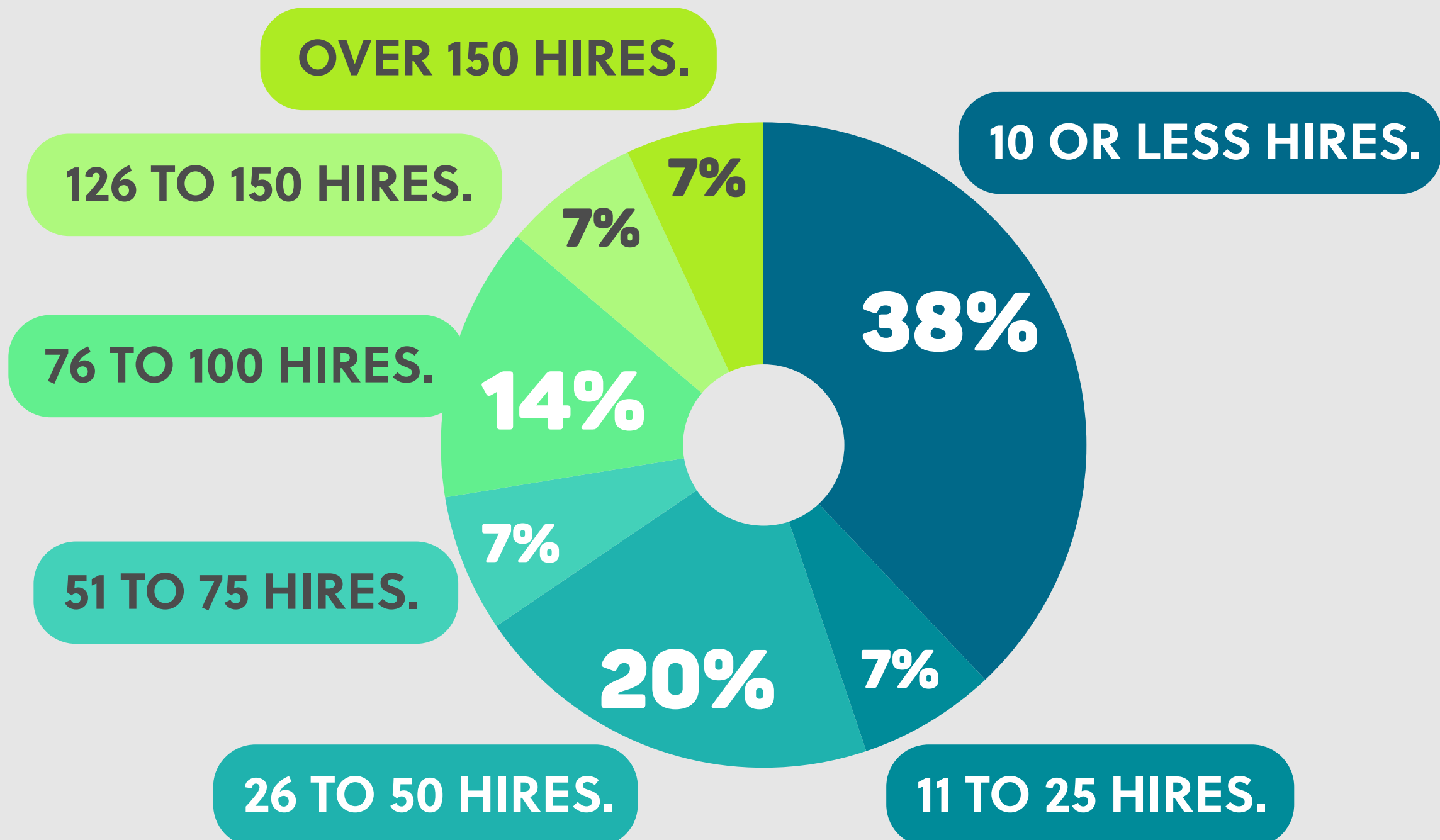
**TEMPFORCE-SMART STAFFING SOLUTIONS**  
**206 EAST 6TH STREET ANNISTON, AL 36207 | 256-236-8367 | TEMPFORCEJOBS.COM**

**FOR INQUIRIES ABOUT WAGE ANALYSIS OR TEMPORARY STAFFING,  
TO REQUEST PRINT COPIES OF THIS REPORT OR RESERVE YOUR 2024  
COPY, PLEASE CONTACT SURVEY@TEMPFORCESTAFFING.COM.**

# 2022 & 2023 HIRING TRENDS

IN 2022, EAST-CENTRAL ALABAMA COMPANIES HIRED THOUSANDS OF NEW TEAMMATES. HERE ARE THE GROWTH TRENDS FOR 2022 AND LOCAL COMPANIES' GROWTH PREDICTIONS FOR 2023.

## TOTAL HIRES IN 2022 HOW MANY DID LOCAL COMPANIES HIRE?



## IN 2022, THE MEDIAN NUMBER OF NEW HIRES:

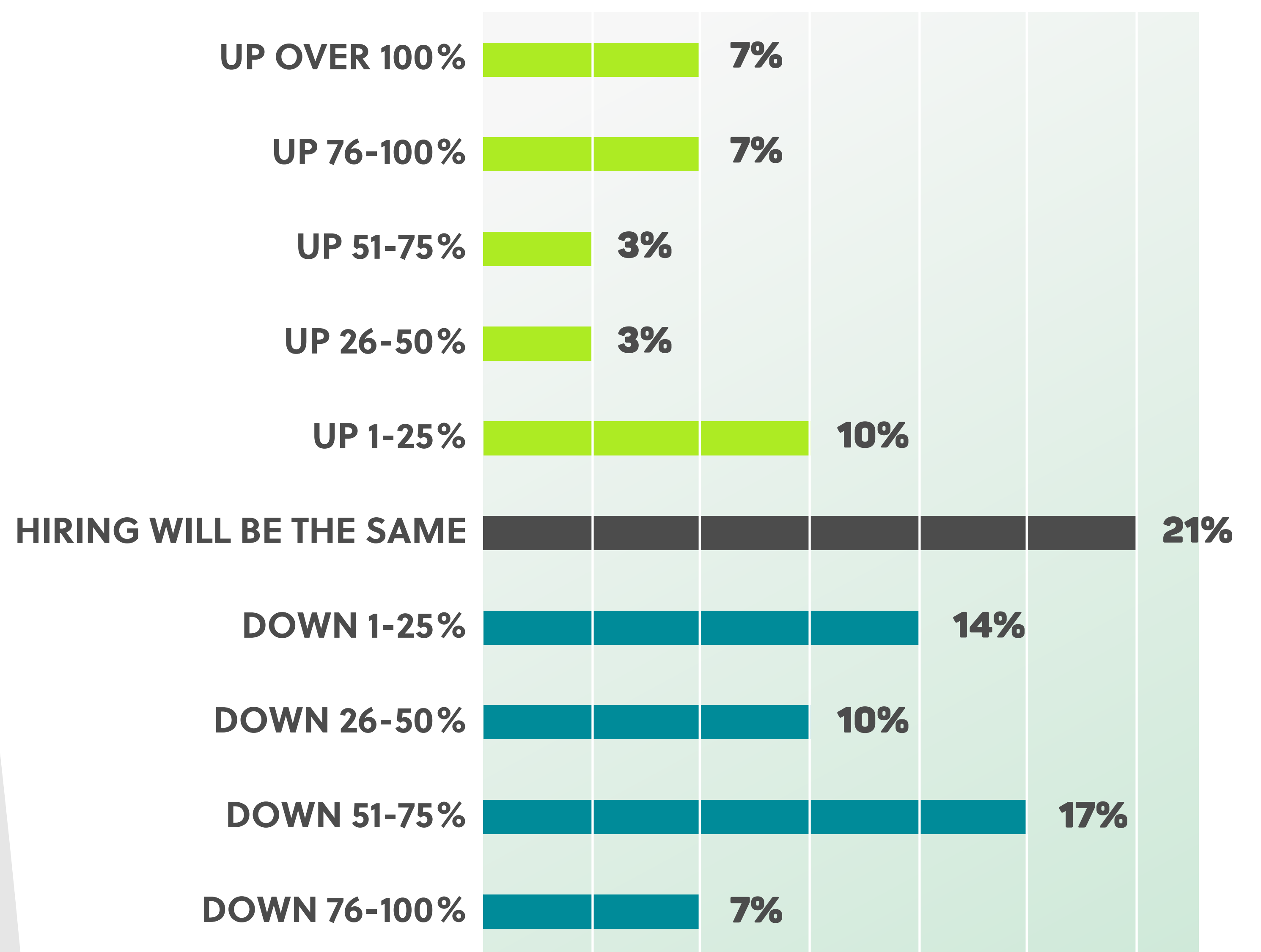
**30** NEW HIRES

## IN 2022, THE AVERAGE COMPANY HIRED AN EQUIVALENT OF:

**31%** OF THEIR TOTAL WORKFORCE SIZE IN 2022.

# 2023 HIRING PREDICTION

WILL HIRING BE UP OR DOWN IN 2023 COMPARED TO 2022?

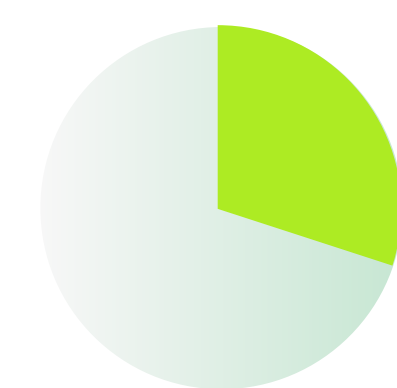


**17%**  
OF COMPANIES HIRED BETWEEN 61-100% OF THEIR WORKFORCE.

**7%**  
OF COMPANIES HIRED BETWEEN 0-10% OF THEIR WORKFORCE.

**76%**  
OF COMPANIES HIRED BETWEEN 11-40% OF THEIR WORKFORCE.

**2022 HIRES**  
IN RELATION TO COMPANY SIZE



**30%**

PREDICT THEY WILL HIRE **MORE** PEOPLE IN 2023



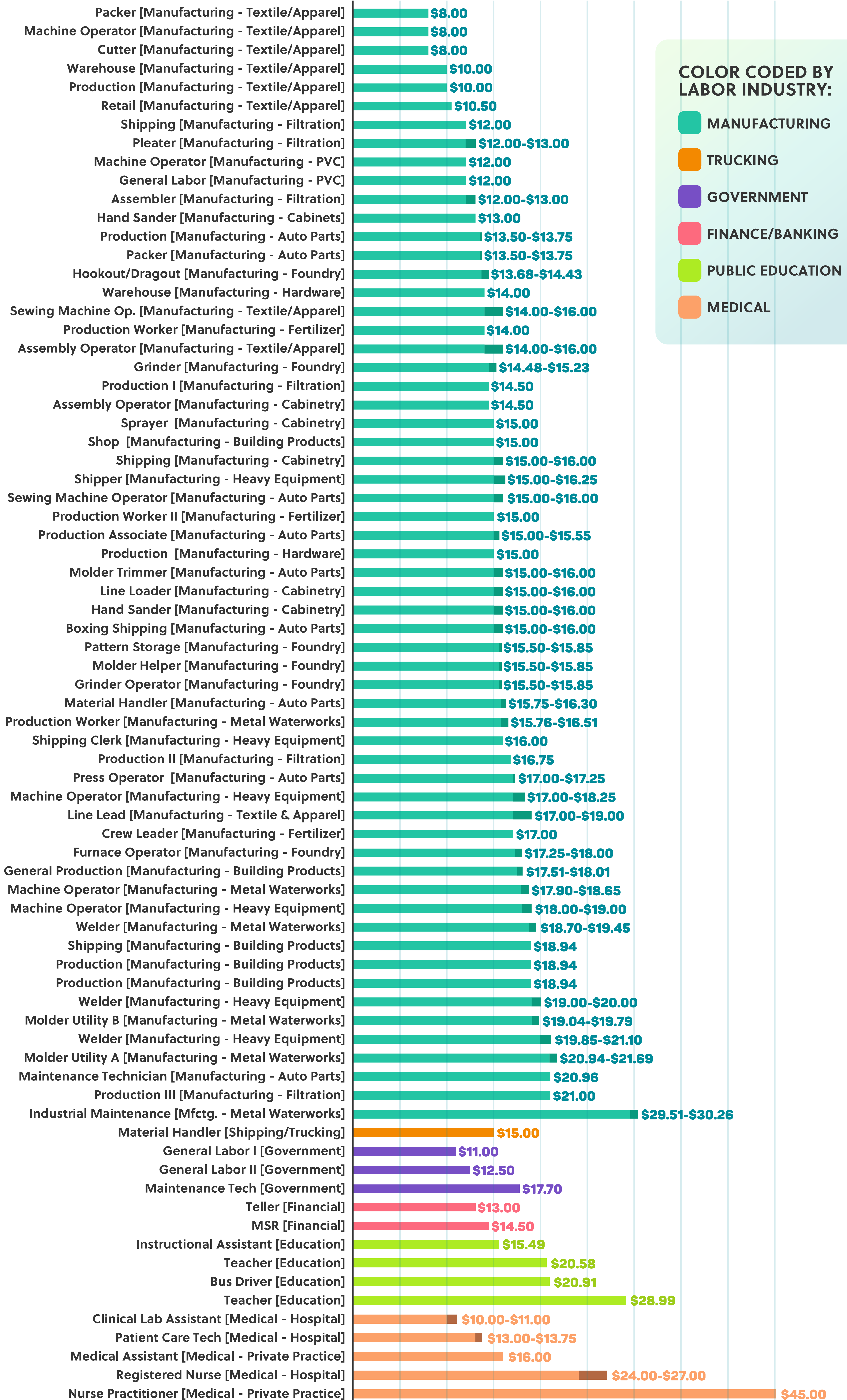
**48%**

PREDICT THEY WILL HIRE **LESS** PEOPLE IN 2023

# STARTING HOURLY PAY.

Here's a bird's eye view of the starting pay rates our local companies are offering to candidates today.

All companies were asked for Starting Pay Rates for three frequently hired positions. All Salaried positions have been adjusted to reflect the equivalent hourly pay rate for 52 40-hour weeks. One Truck Driver position is not included due to being paid per mile: \$0.45 CPM w/ \$30/Day Shift Diff.



# PAY AVERAGES AND TRENDS.

Is your wage competitive? It can be a complicated question. Over the next three pages, we examine the average pay rates and examine the major variables that determine how competitive your offerings may be: Industry, Location, Company Size & Schedule.

## AVERAGE 1ST SHIFT STARTING PAY

**\$16.01 PER HR.**

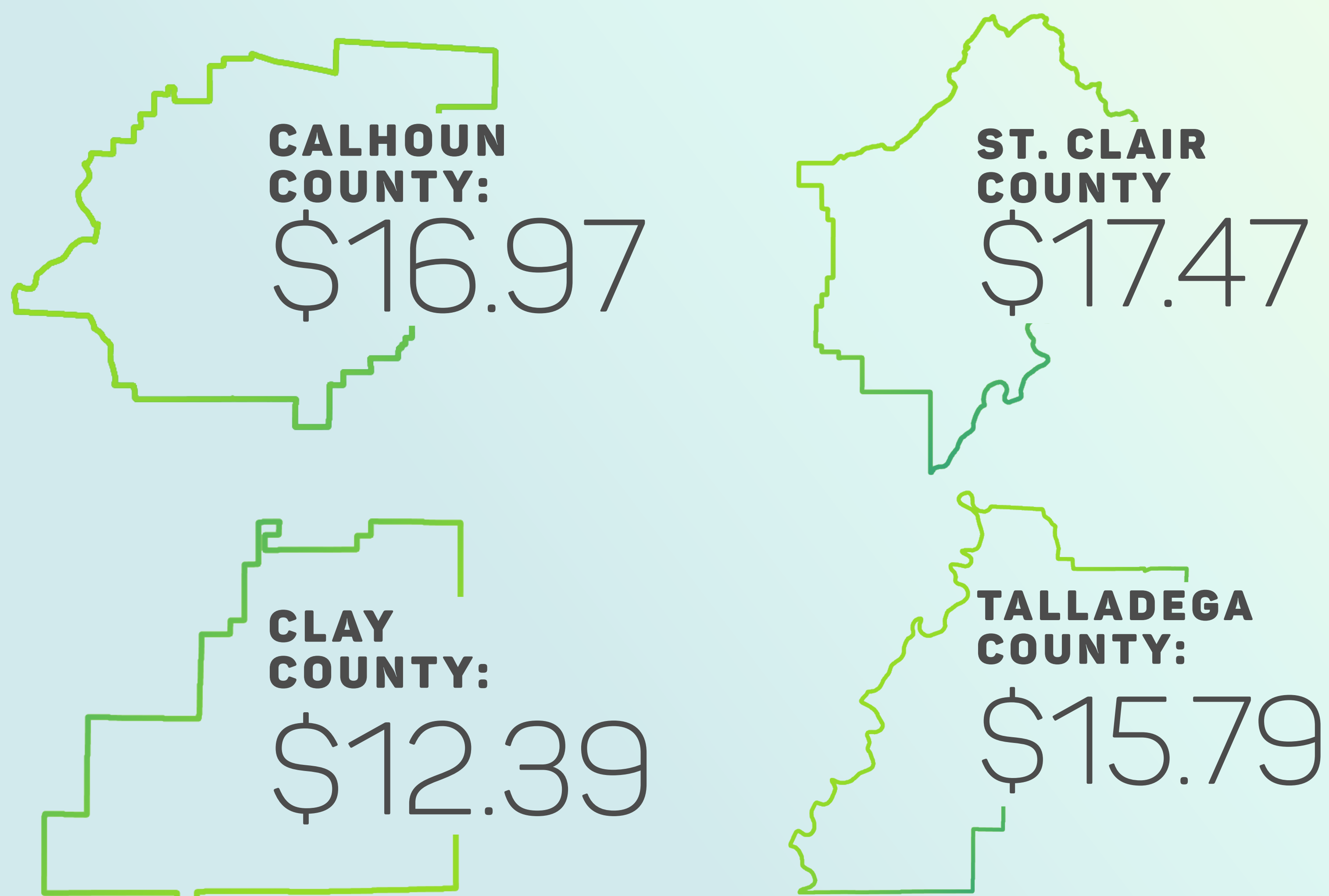
## AVERAGE 2ND SHIFT PAY DIFFERENTIAL

**\$0.83 PER HR.\***

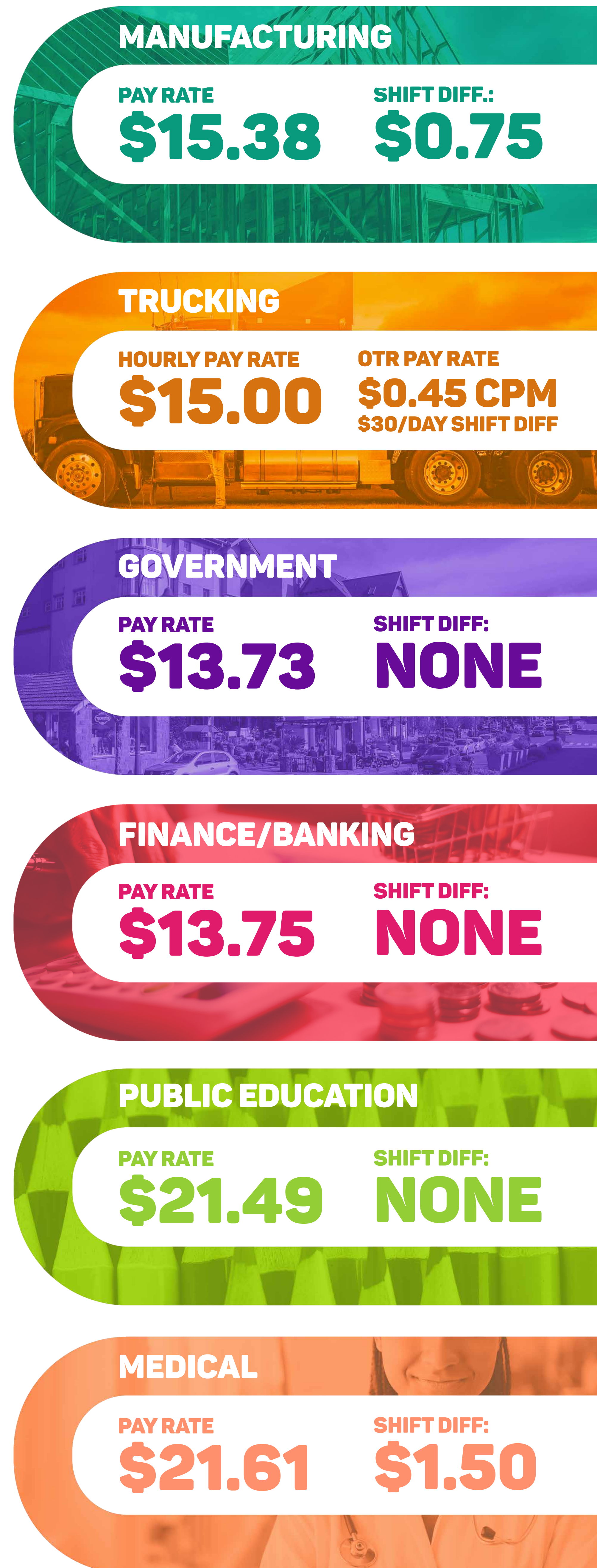
## AVERAGE 3RD SHIFT PAY DIFFERENTIAL

**\$0.79 PER HR.\***

## AVERAGE STARTING PAY BY LOCATION



## AVERAGE STARTING PAY BY INDUSTRY



\*

These averages are affected by two companies offering no shift differential. This also explains 2nd Shift averaging higher than 3rd Shift, which is not typical. Without including \$0 Pay Premiums, 2nd Shift Average would be \$0.85 and 3rd Shift Average \$0.91.

# AVERAGE 1ST SHIFT STARTING PAY BY LABOR INDUSTRY.



**MANUFACTURING**  
[CABINETRY]  
**\$14.58 Per Hour**



**MANUFACTURING**  
[BUILDING MATERIALS]  
**\$17.87 Per Hour**



**MANUFACTURING**  
[HEAVY EQUIPMENT]  
**\$17.48 Per Hour**



**MANUFACTURING**  
[FARMING/FERTILIZER]  
**\$15.33 Per Hour**



**MANUFACTURING**  
[METAL/WATERWORKS]  
**\$20.31 Per Hour**



**MANUFACTURING**  
[METAL/HARDWARE]  
**\$14.50 Per Hour**



**MANUFACTURING**  
[FOUNDRY]  
**\$15.32 Per Hour**

**FINANCIAL**  
[BANKING/ADMIN/ETC.]  
**\$13.75 Per Hour**



**EDUCATION**  
[PUBLIC SCHOOL]  
**\$21.49 Per Hour**



**HEALTHCARE**  
[HOSPITAL & PRIVATE PRACTICE]  
**\$21.61 Per Hour**



**GOVERNMENT**  
[HOUSING]  
**\$13.73 Per Hour**



**TRANSPORTATION**  
[TRUCKING & LOGISTICS]  
**\$15.00 Per Hour**



**MANUFACTURING**  
[TEXTILES & APPAREL]  
**\$11.06 Per Hour**



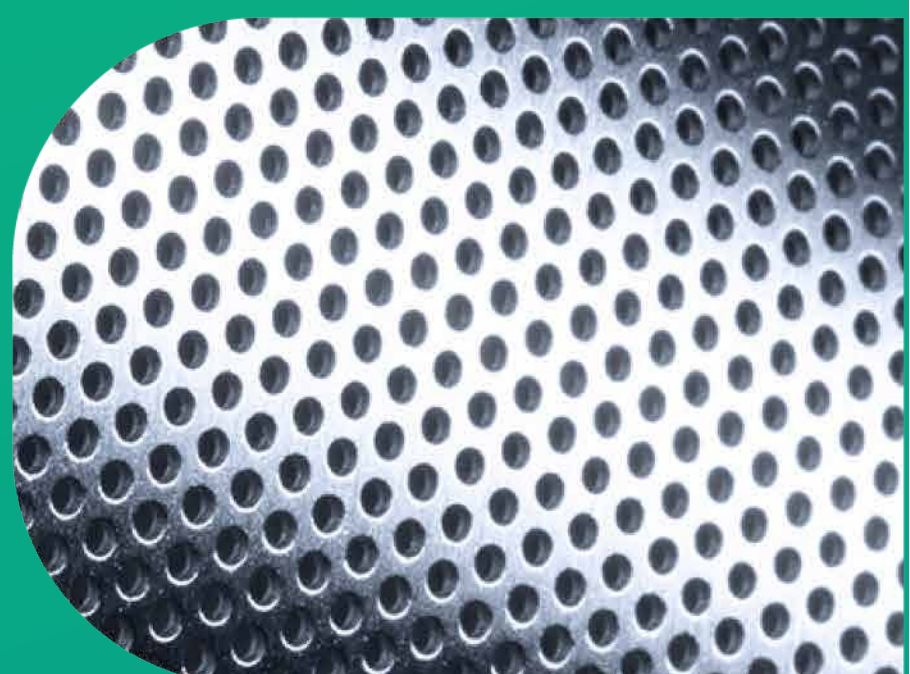
**MANUFACTURING**  
[PLASTICS/PVC PIPE]  
**\$12.00 Per Hour**



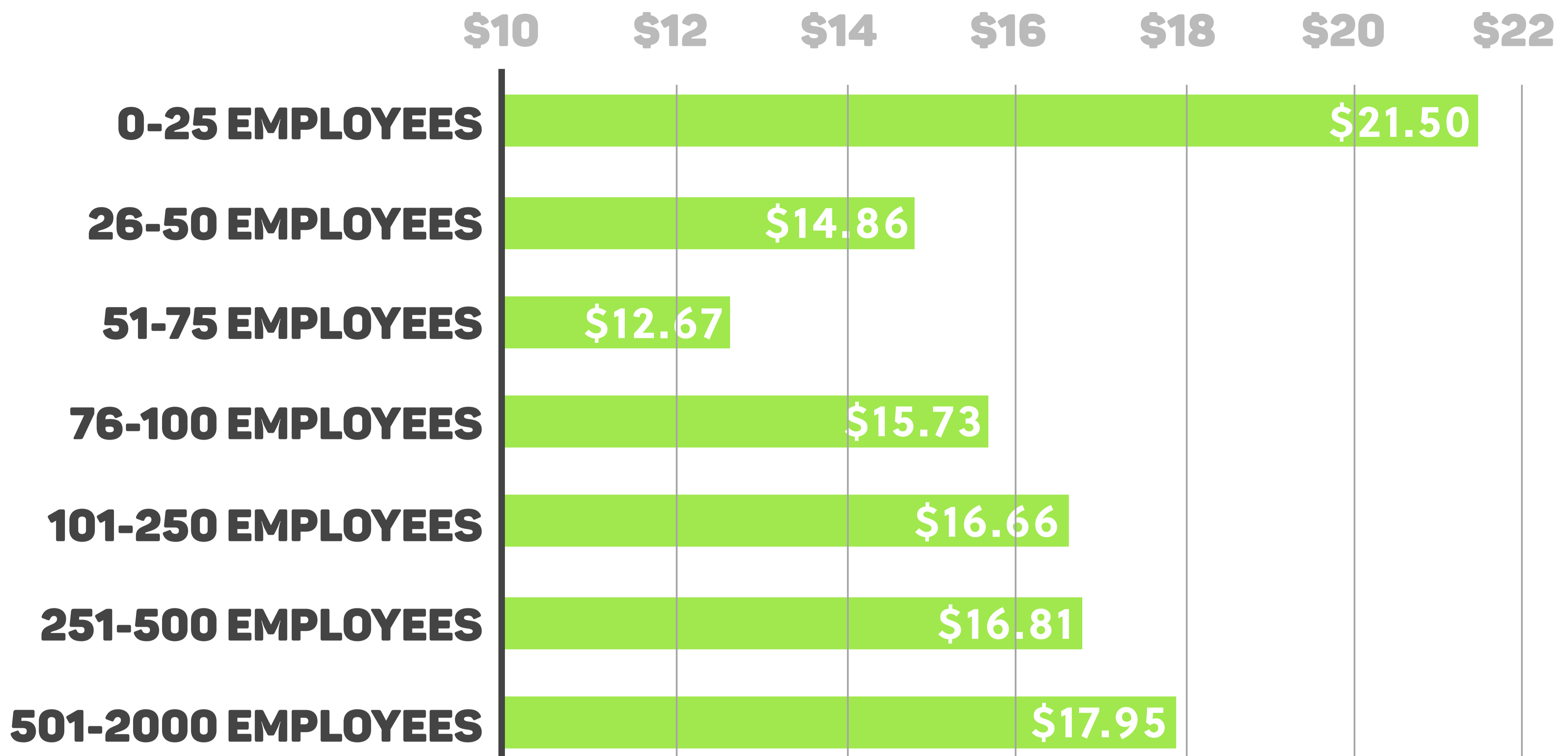
**MANUFACTURING**  
[AUTO PARTS PRODUCTION]  
**\$15.63 Per Hour**



**MANUFACTURING**  
[FILTRATION SYSTEMS]  
**\$14.71 Per Hour**



# DOES COMPANY SIZE AFFECT PAY RATE?



While there is no strong correlation between company size and pay rate, there is a slight upward trend in average pay rate as company size increases, but only after 76-100 employees. The data does not bear out that the smallest companies offer the lowest pay rates. In fact, the lowest average rates are found between 26-75 Employees.

## ENHANCED WAGES FOR 2ND OR 3RD SHIFT

### AVERAGE 2ND SHIFT PAY PREMIUM:

5.19%  
OVER 1ST SHIFT PAY

### AVERAGE 3RD SHIFT PAY PREMIUM:

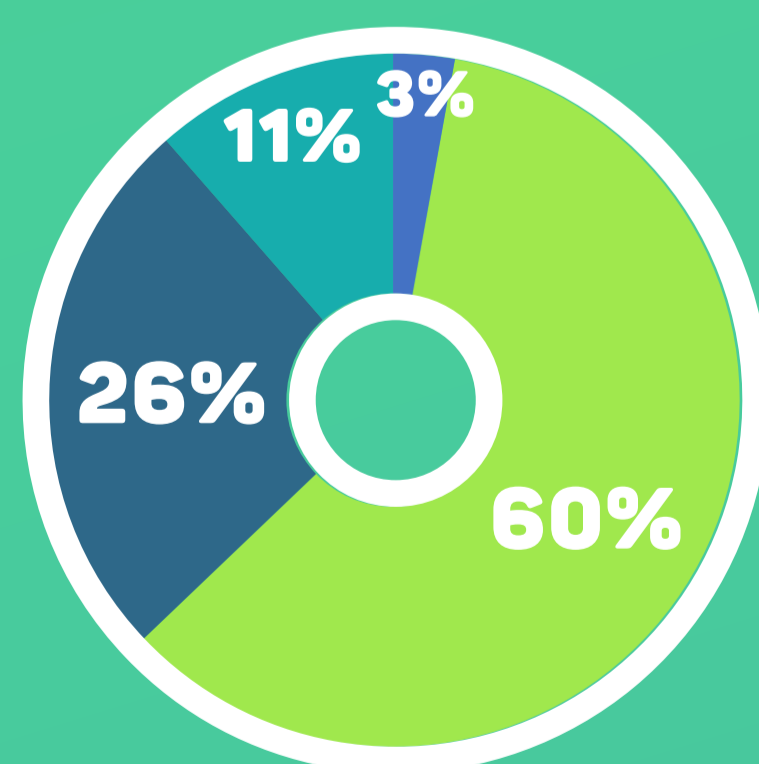
4.75%  
OVER 1ST SHIFT PAY

### FOR COMPANIES WITH 2ND & 3RD SHIFT, 3RD SHIFT PAYS, ON AVG.:

51.3%  
MORE THAN 2ND SHIFT PAY

### 2ND SHIFT PAY PREMIUM

How much more can you earn on 2nd Shift than 1st?



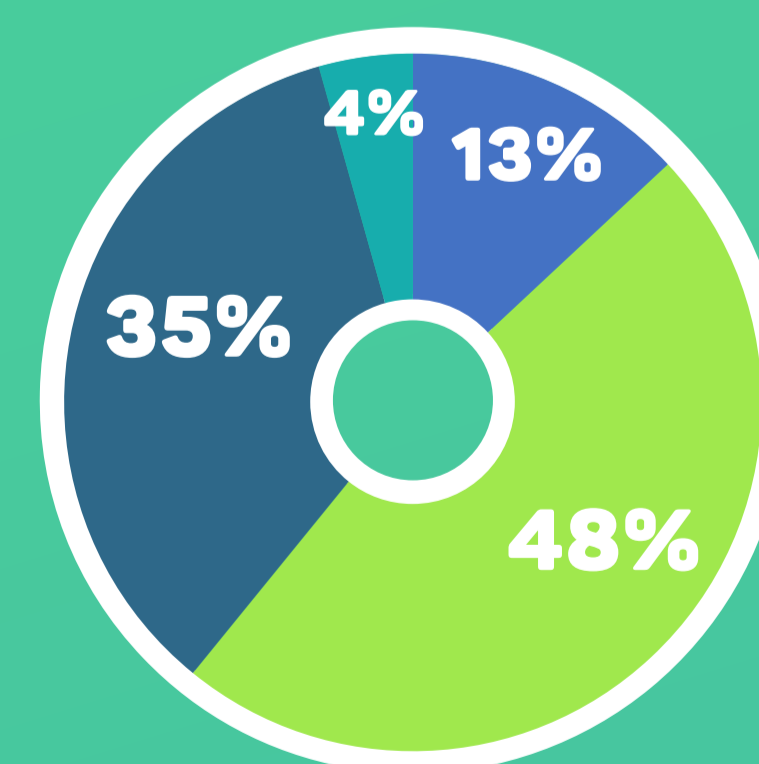
- Same as 1st Shift
- 1-5% More
- 6-10% More
- 11-15% More

9%

OF POSITIONS DO NOT OFFER ANY PAY PREMIUM FOR 2ND OR 3RD SHIFT.

### 3RD SHIFT PAY PREMIUM

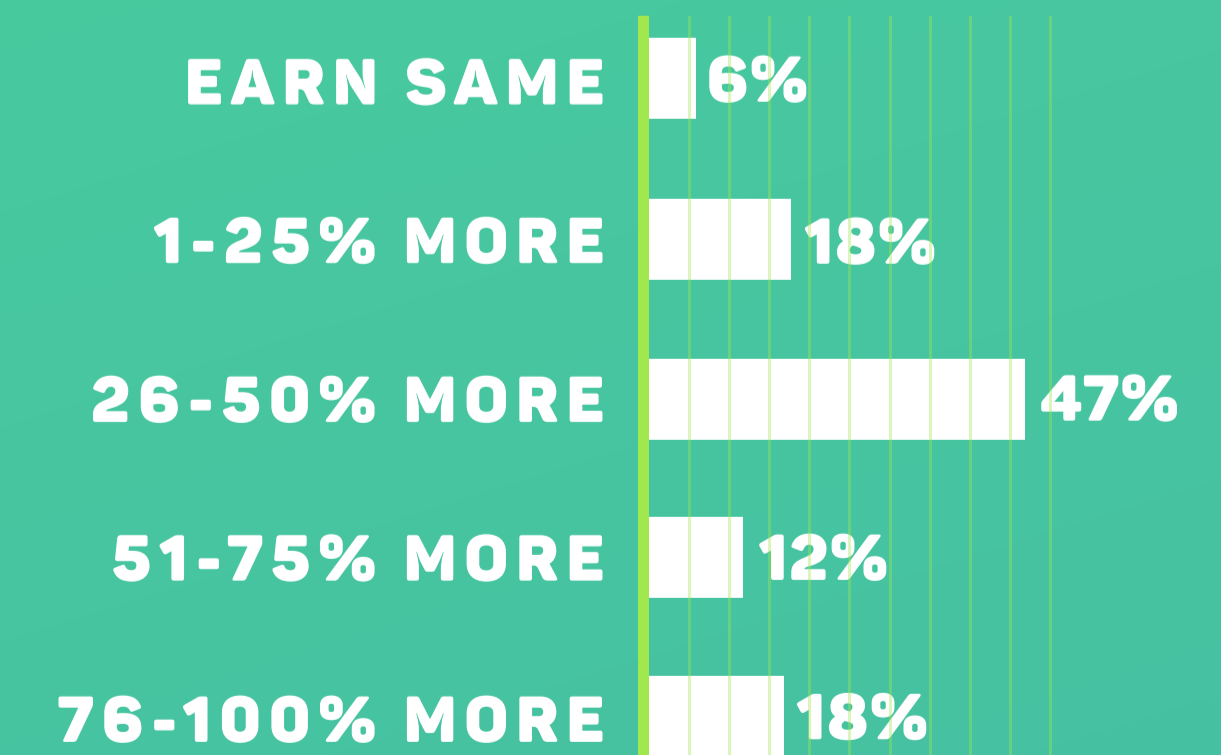
How much more can you earn on 3rd Shift than 1st?



- Same as 1st Shift
- 1-5% More
- 6-10% More
- 11-15% More

### EARN HOW MUCH MORE ON 3RD SHIFT?

How much more do positions earn on 3rd Shift than 2nd?



6%

OF POSITIONS PAY THE SAME RATE FOR 2ND & 3RD SHIFT.



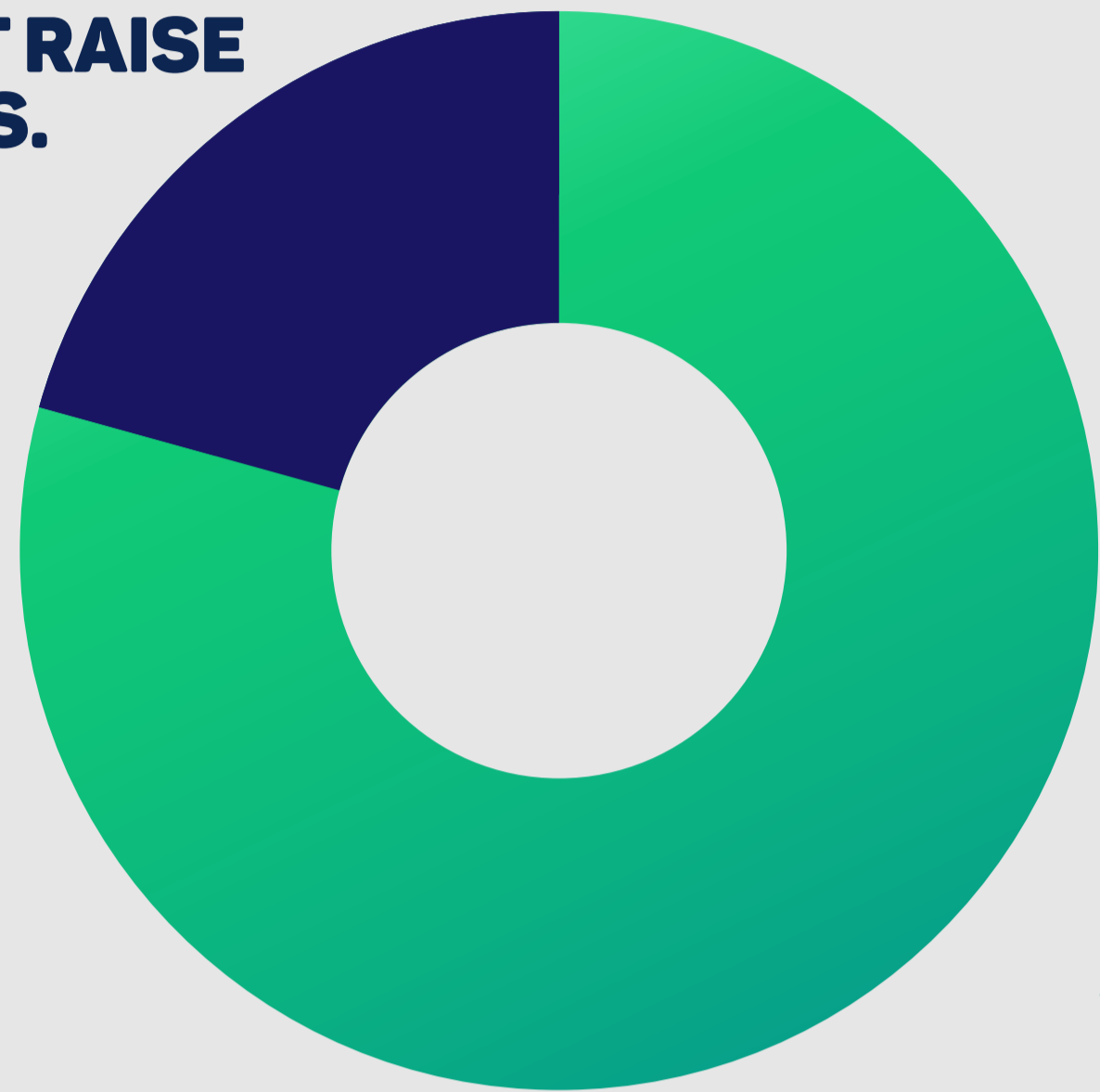
# WAGE CHANGE TRENDS IN 2022.

Everyone's saying it: WAGES ARE UP. But how true is it? Here are the Wage Change Trends for 2022. See how companies increased their base pay, plus compare our local wage trends by location, industry and company size.

## INCREASING WAGES

DID WORKPLACES RAISE WAGES IN 2022?

21% DIDN'T RAISE WAGES.



79% RAISED WAGES.

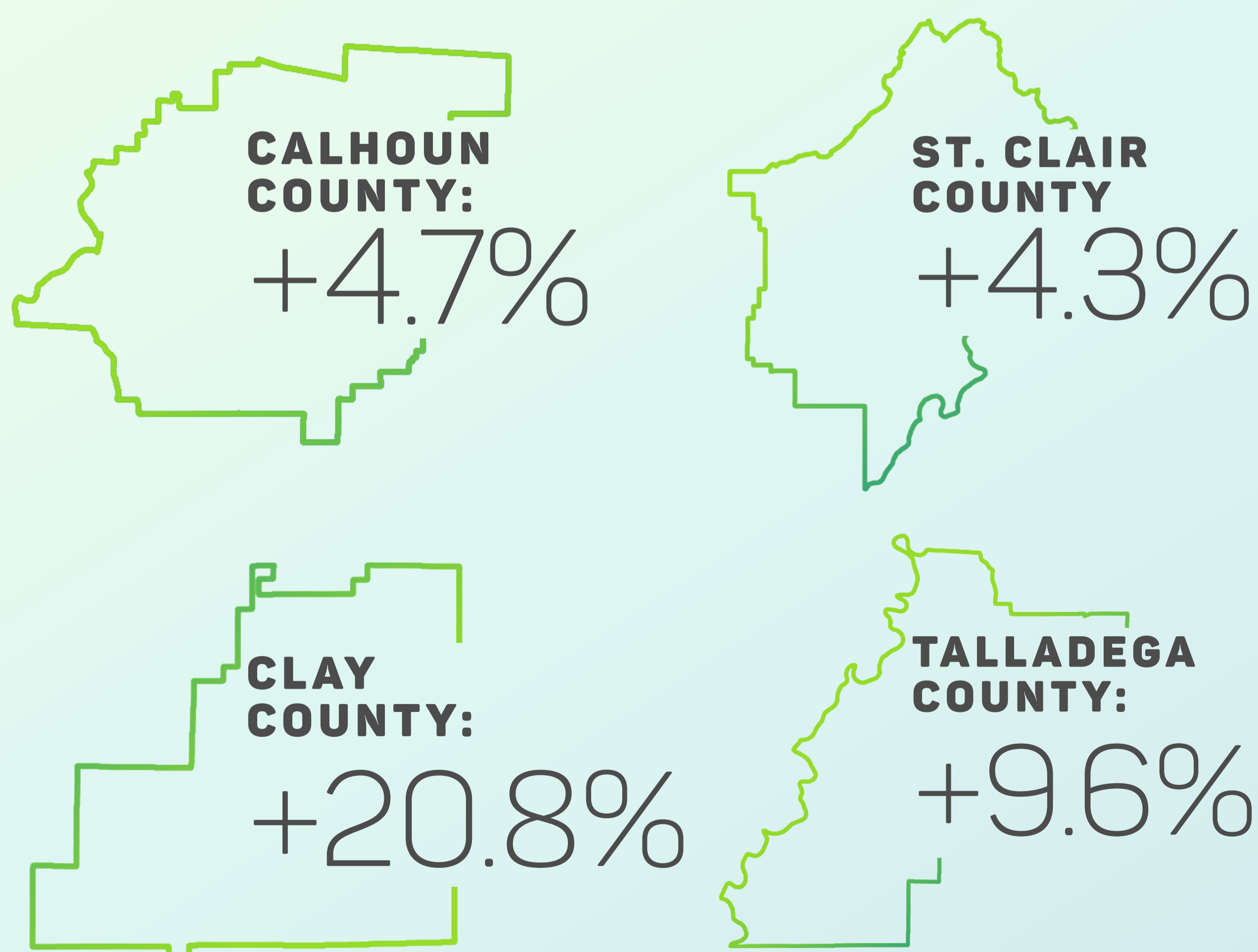
AVERAGE STARTING PAY INCREASED:

8.5%

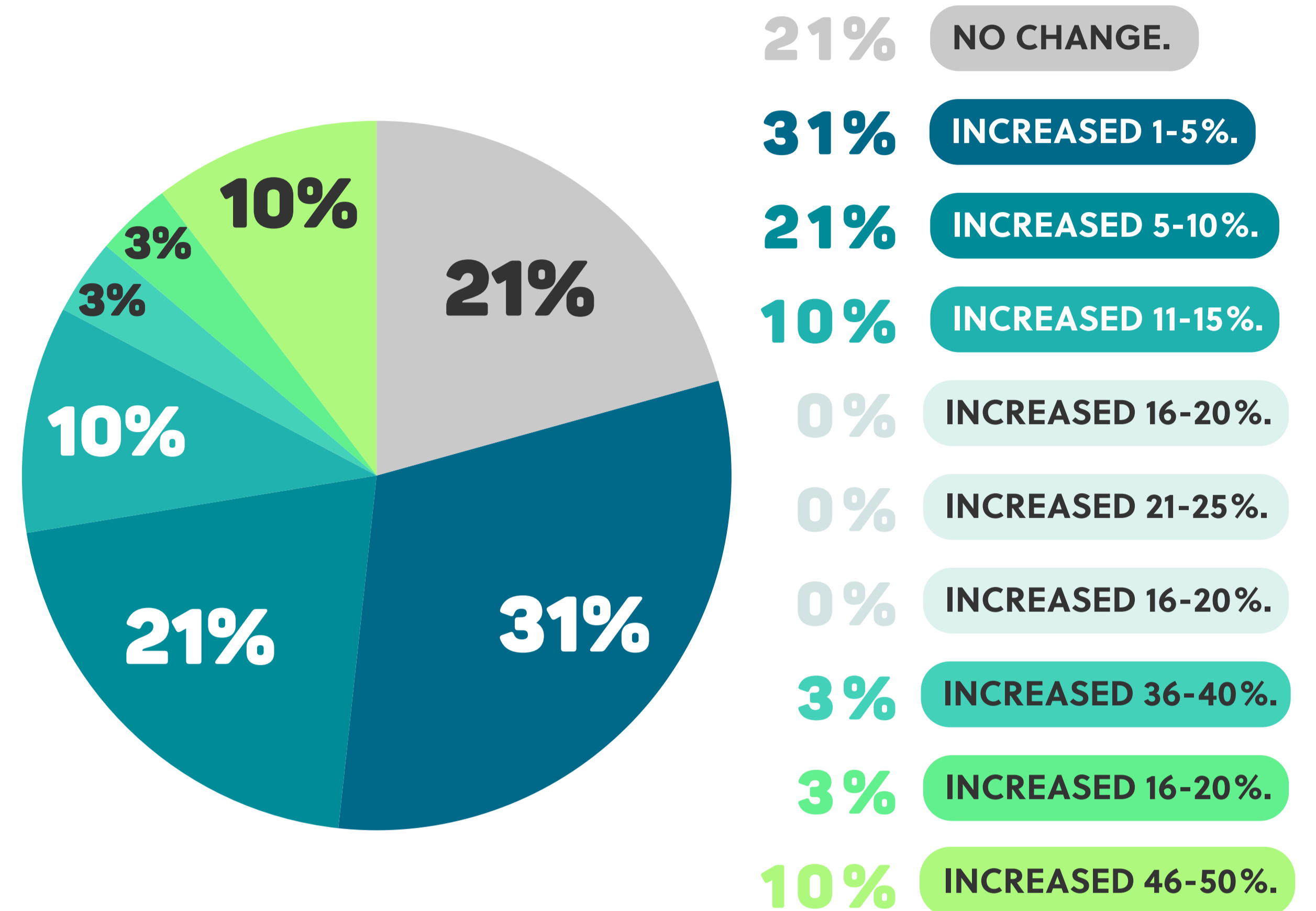
OF THE POSITIONS THAT RAISED WAGES, THE AVERAGE INCREASE WAS:

10.6%

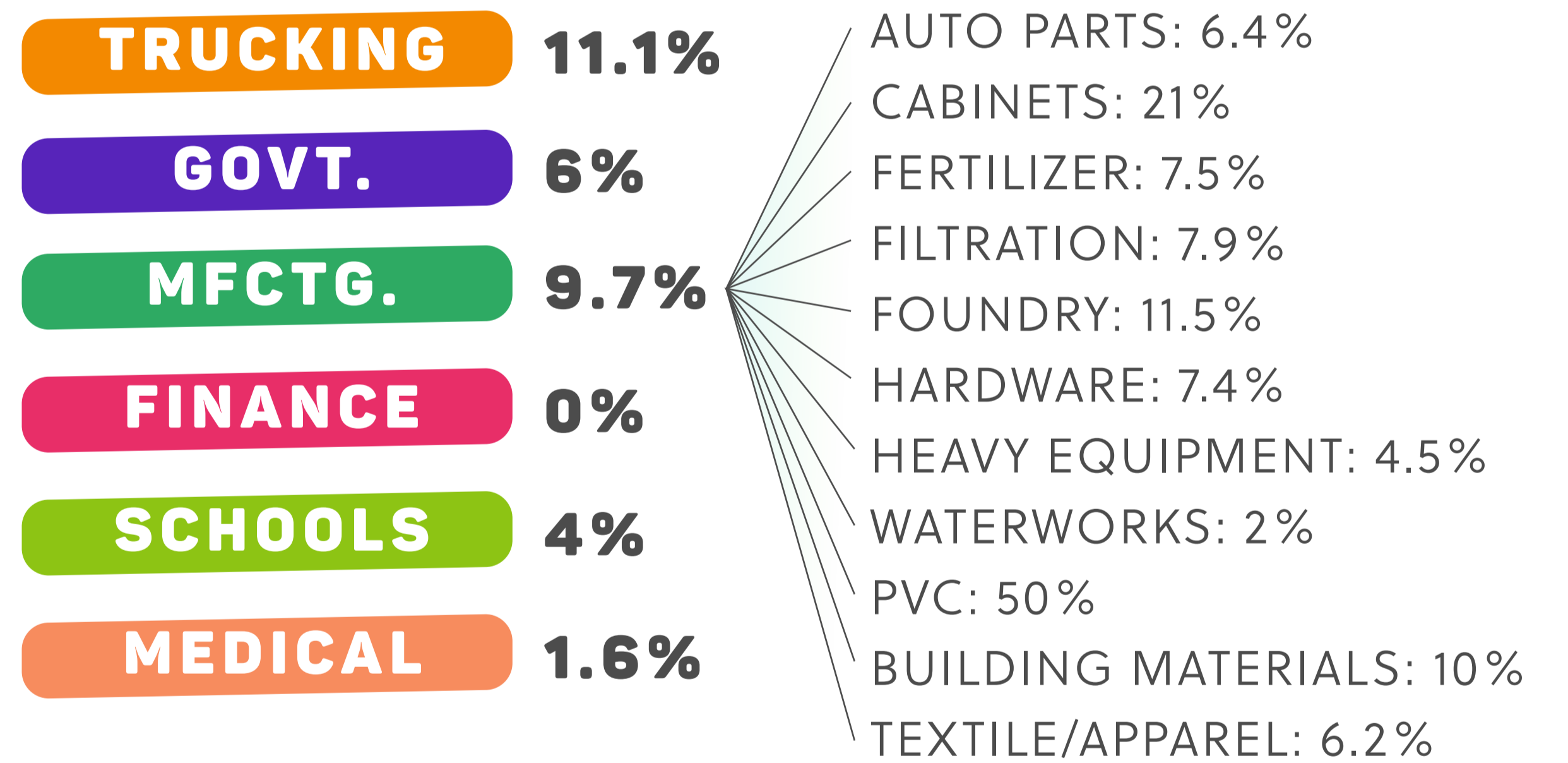
## WAGE INCREASES BY COMPANY LOCATION.



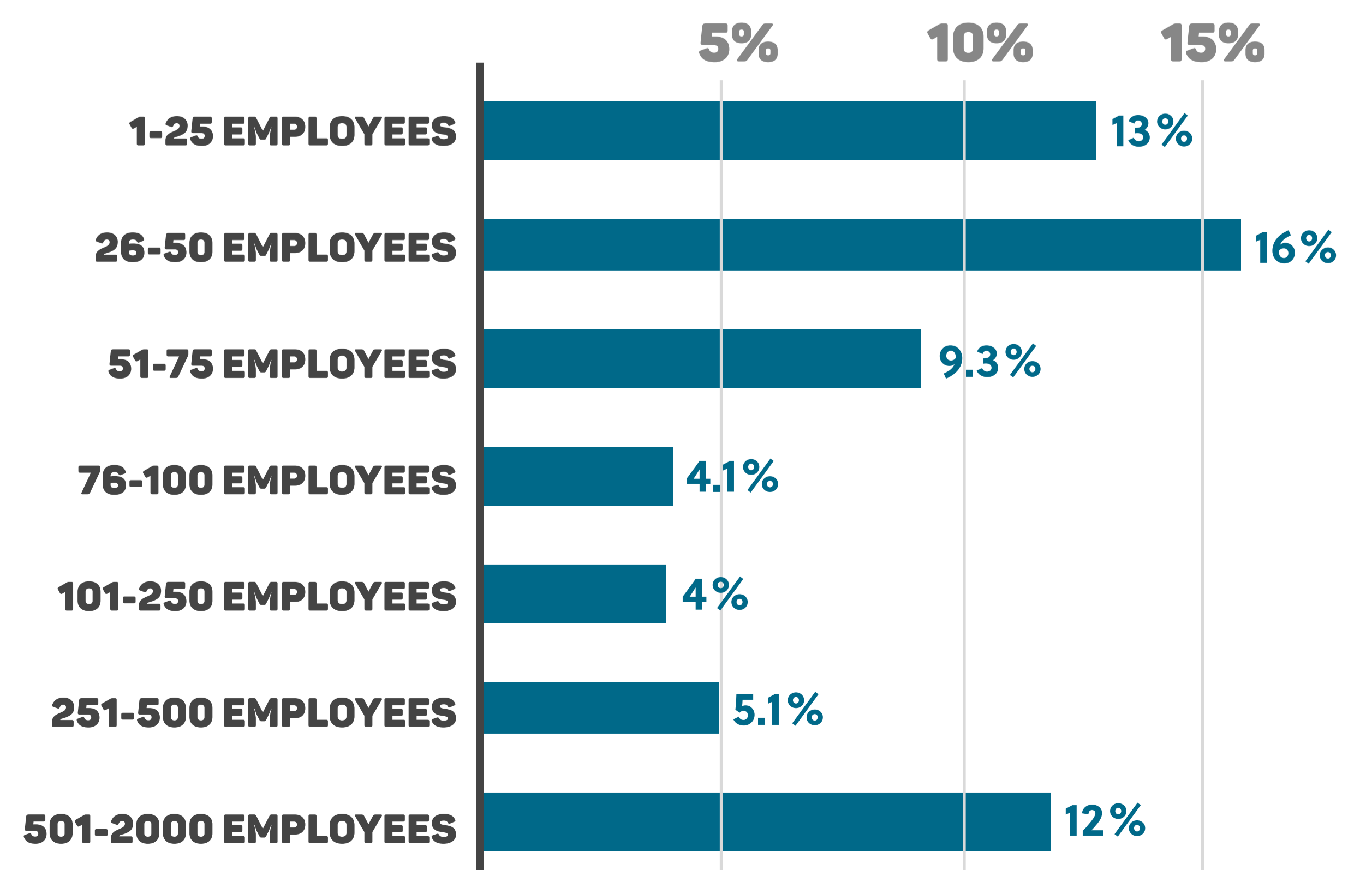
## HOW MUCH DID WAGES CHANGE FOR LOCAL POSITIONS?



## WAGE INCREASES BY INDUSTRY.



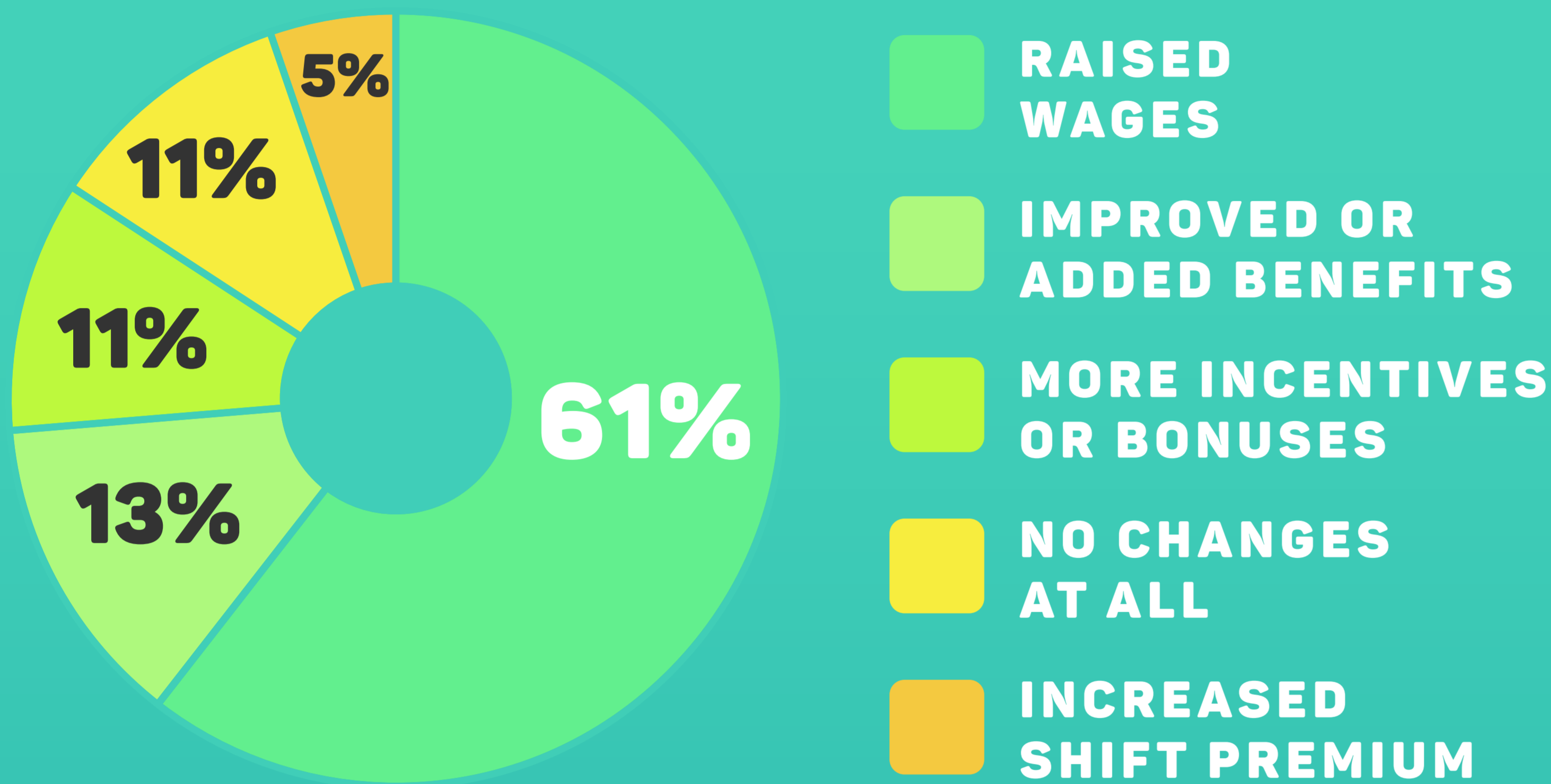
## WAGE INCREASES BY COMPANY SIZE.



# DID IT WORK?

DO COMPANIES BELIEVE INCREASING WAGES OR SHIFT PREMIUMS MADE A REAL DIFFERENCE IN THEIR 2022 HIRING AND RETENTION GOALS?

## WHAT CHANGES WERE MADE IN 2022?



### COMPANIES WITH VERY POSITIVE OPINION OF WAGE INCREASE:

**AVERAGE PAY RAISE:**  
23%

**AVERAGE PAY PER HR:**  
\$18.83

### COMPANIES WITH VERY NEGATIVE OPINION OF WAGE INCREASE:

**AVERAGE PAY RAISE:**  
9%

**AVERAGE PAY PER HR:**  
\$13.69

### INDUSTRIES WITH MOST & LEAST FAVORABLE OPINIONS:

**100% VERY POSITIVE OPINIONS OF PAY RAISE:**  
TRUCKING  
HEALTHCARE

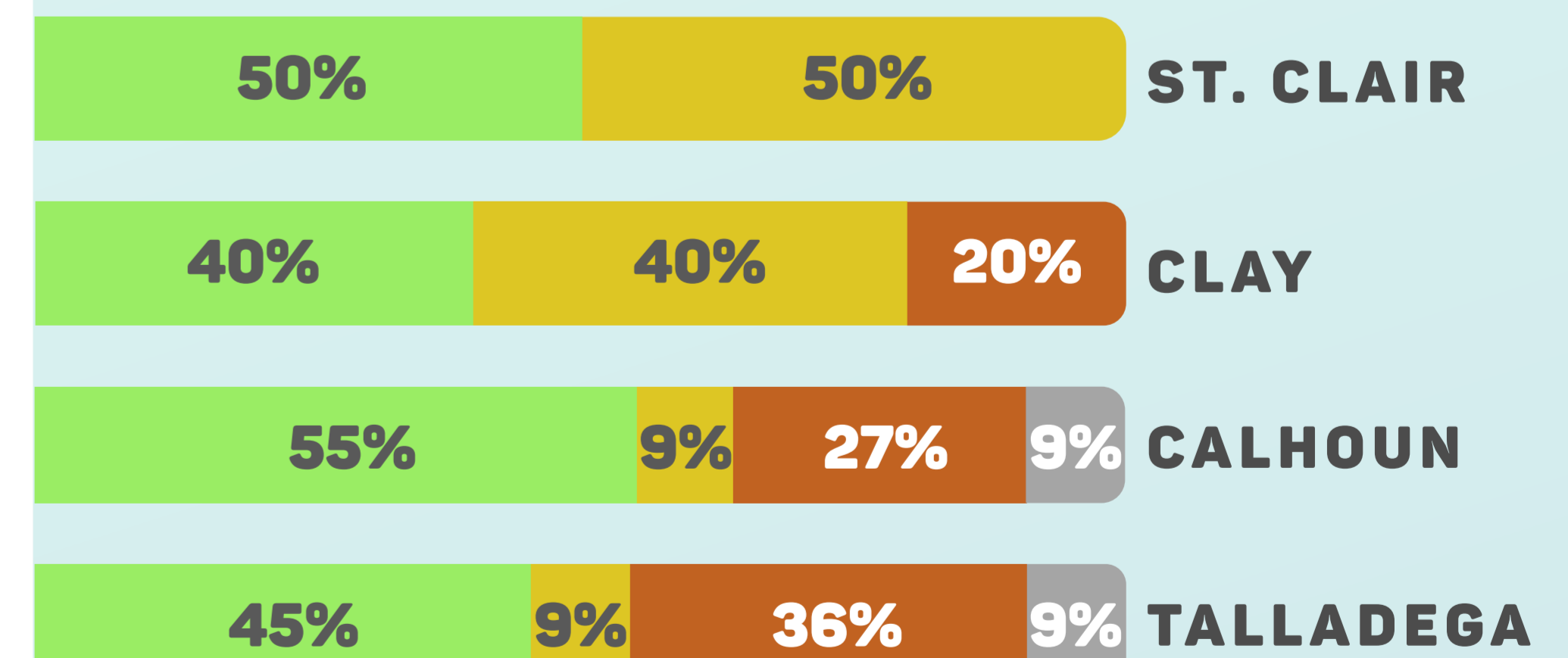
**100% VERY NEGATIVE OPINIONS OF PAY RAISE:**  
MANUFACTURING-PVC  
MANUFACTURING-TEXTILES

## WHAT EFFECT DID WAGE INCREASE HAVE?



25% SAID HIRING IMPROVED, WHILE 22% SAID RETENTION IMPROVED.

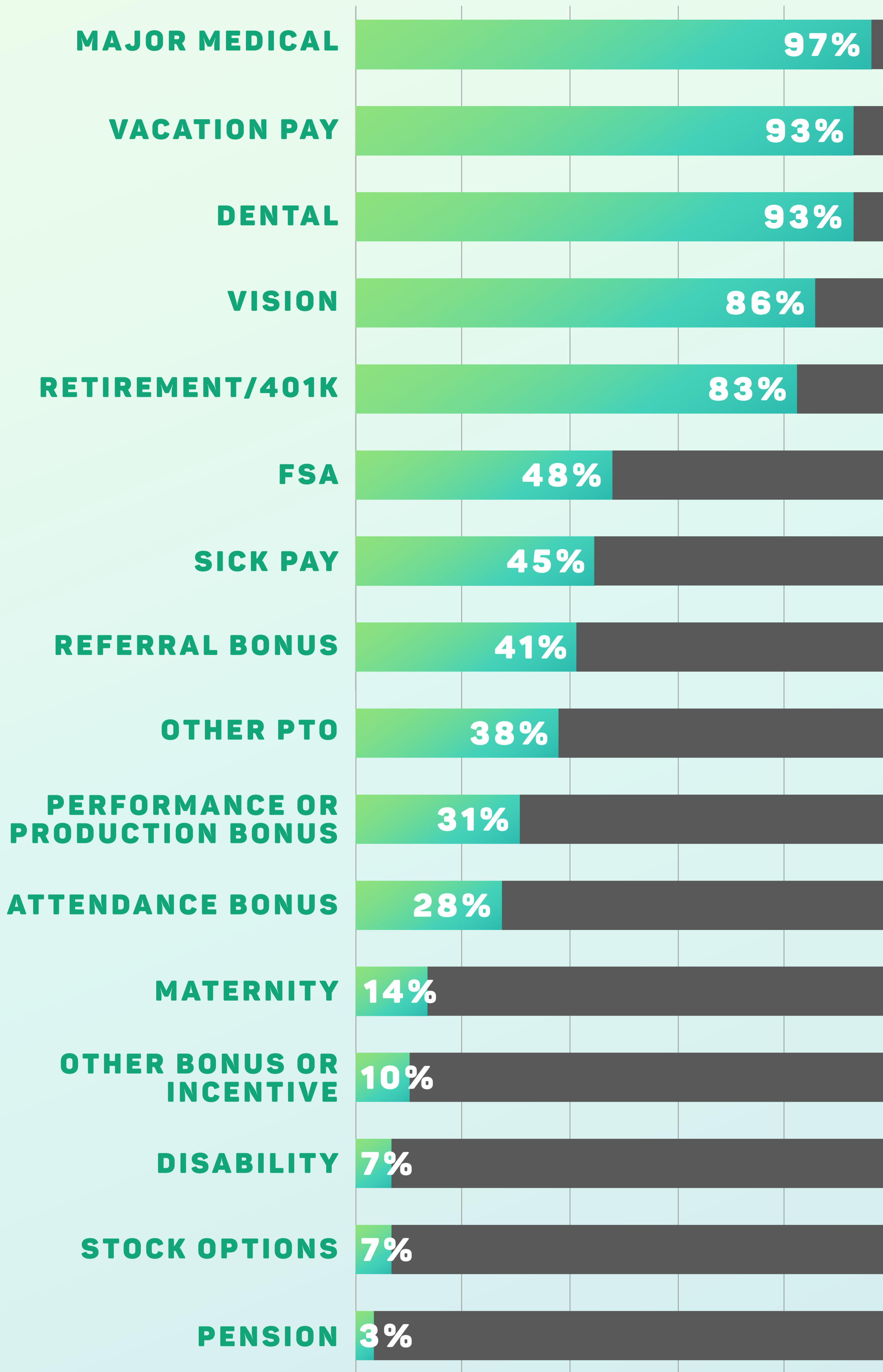
### REGIONS WITH MOST & LEAST FAVORABLE OPINIONS:



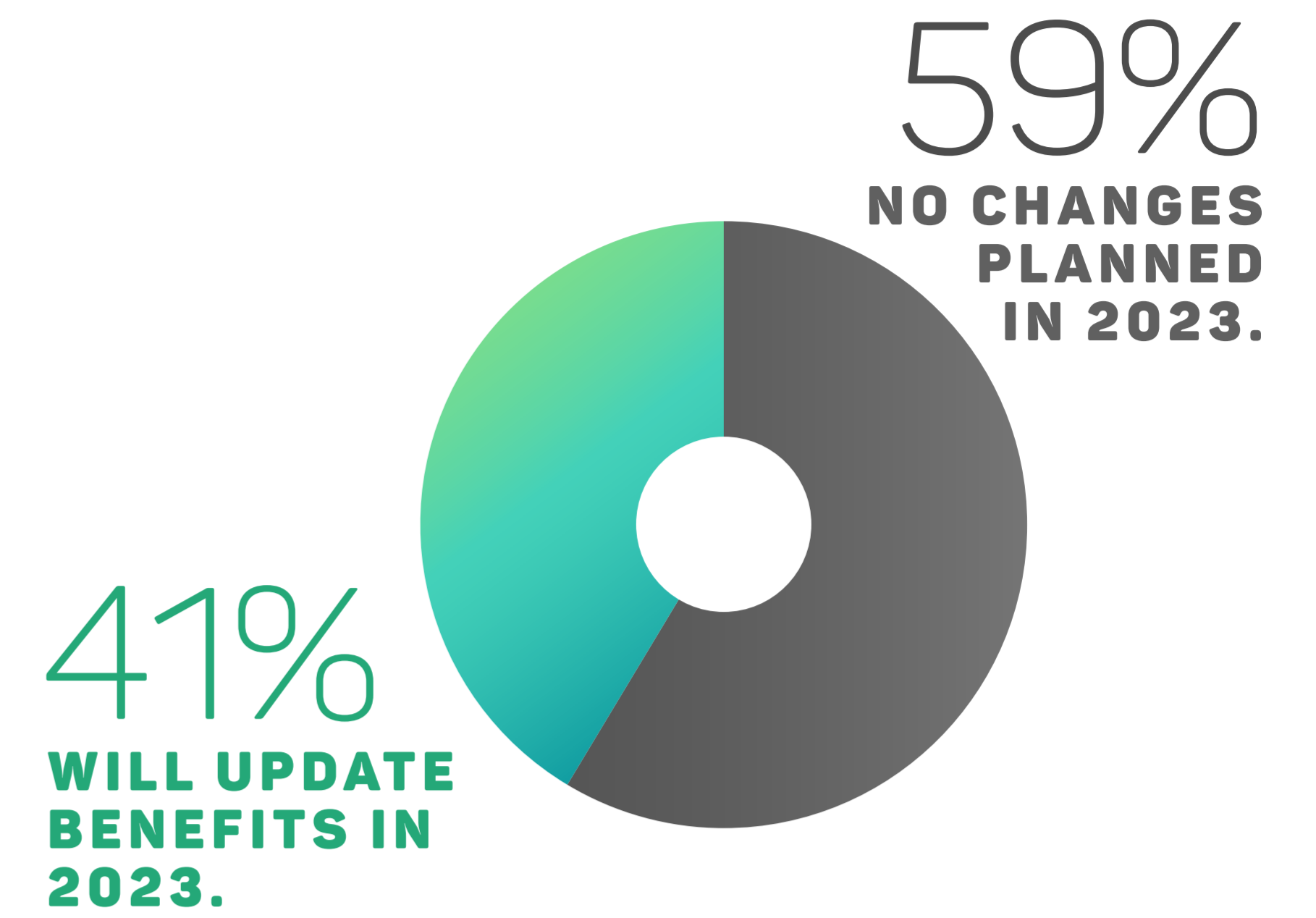
- VERY POSITIVE:** IMPROVED HIRING AND/OR RETENTION
- POSITIVE:** HELPED US STAY AFLOAT/COMPETITIVE
- VERY NEGATIVE:** NO CHANGE, DAMAGED BOTTOM LINE
- NEUTRAL:** REMAINS TO BE SEEN

# WHAT BENEFITS ARE MOST POPULAR IN OUR AREA?

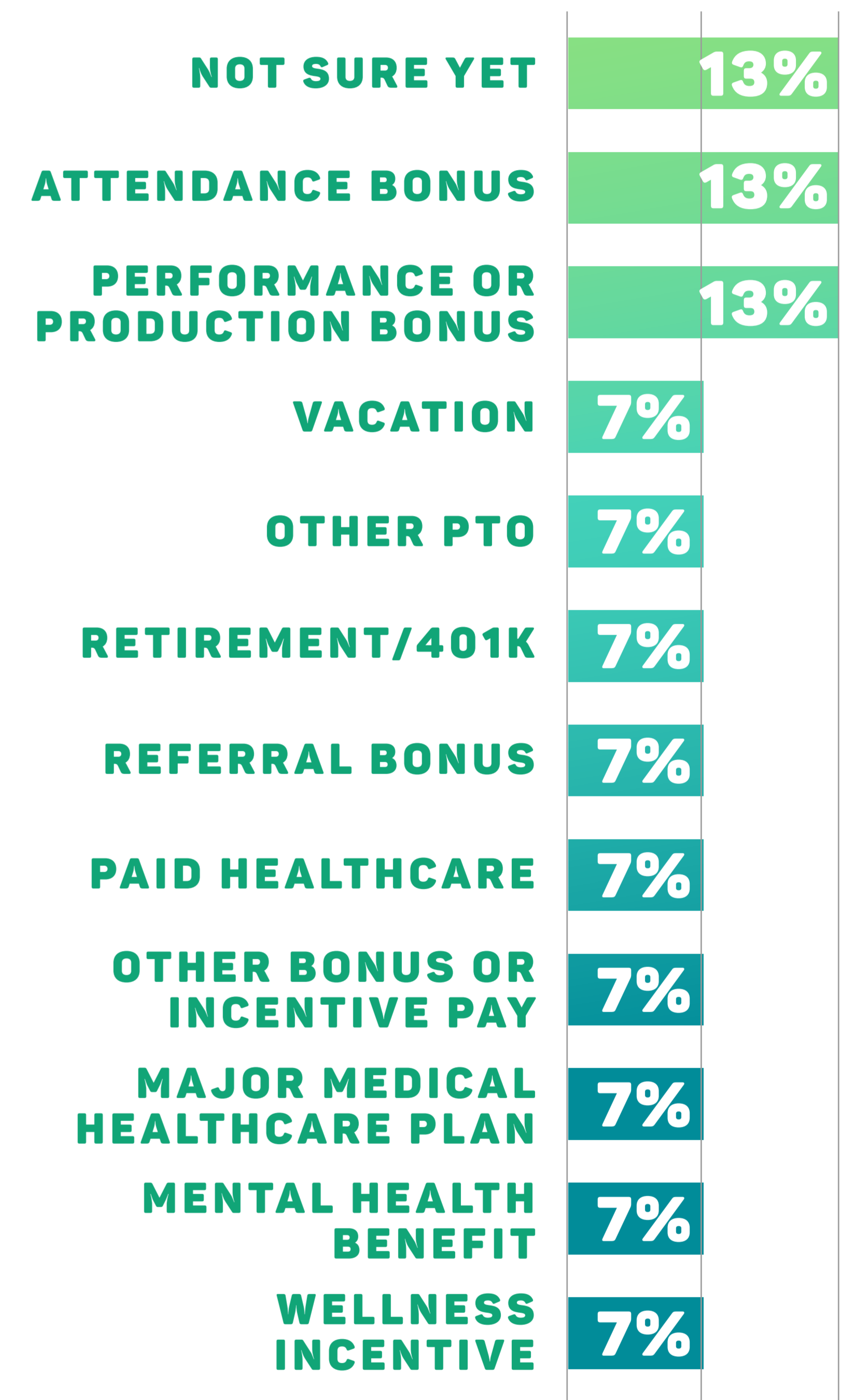
WHAT PERCENT OF COMPANIES OFFER...



## WILL YOU UPDATE YOUR BENEFITS/PERKS PLAN IN 2023?



## WHAT BENEFITS WILL BE UPDATED IN 2023?



■ BONUS RELATED: 40%  
■ HEALTH RELATED: 27%  
■ TIME OFF RELATED: 13%  
■ UNSURE/OTHER: 20%

## DO ONLY LARGE COMPANIES OFFER THAT? AVERAGE COMPANY SIZE OFFERING...

**VACATION PAY:** 251 EMPLOYEES

**FSA:** 285 EMPLOYEES

**DENTAL:** 261 EMPLOYEES

**SICK PAY:** 230 EMPLOYEES

**VISION:** 272 EMPLOYEES

**ATTENDANCE BONUS:** 422 EMPLOYEES

**RETIREMENT/401K:** 230 EMPLOYEES

**MATERNITY:** 509 EMPLOYEES

NO  
NO  
NO  
NO



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