



Greener Pastures

The fourth biennial CTE salary survey shows how much 'green' workers harvest.



Is the grass greener on the other side? CUTTING TOOL ENGINEERING's fourth biennial salary survey intends to answer

that question.

The CTE salary survey found that project engineers saw their average salaries increase the most in total dollars since 2004, averaging \$63,502, an increase of \$7,036. Tool and die makers and shop supervisors were close behind with average salaries of \$49,112 and \$56,442, representing increases of \$6,048 and \$5,362, respectively.

Only those involved in plant management witnessed a decrease, earning, on average, \$71,940, or \$874 less. Consistent with the 2004 survey's results, corporate managers still pull in the most "lettuce," averaging \$89,595 per year, which was up \$1,796.

Possibly because of a healthier manufacturing industry and the desire to lure and retain skilled workers,

this year's results show that companies provided, for the most part, more benefits to their employees. This was especially the case for health and dental insurance, with nine positions showing an increased percentage for the former and 10 for the latter. Of course, most still don't receive the perk of a company vehicle, but most corporate managers (52 percent) do get to drive a company vehicle.

As in the 2004 survey, CTE mailed survey forms to 1,000 randomly chosen corporate managers who subscribe to the magazine. The basic format remained the same: We requested information about average annual salaries and benefits for themselves and their employees. We did, however, reduce the number of company-size categories from seven in 2004 to three this year and combined mold shops with tool and die shops in the company type section.

We didn't ask participants to identify

themselves, and 209 completed and returned the questionnaire by the deadline—a 20.9 percent response rate.

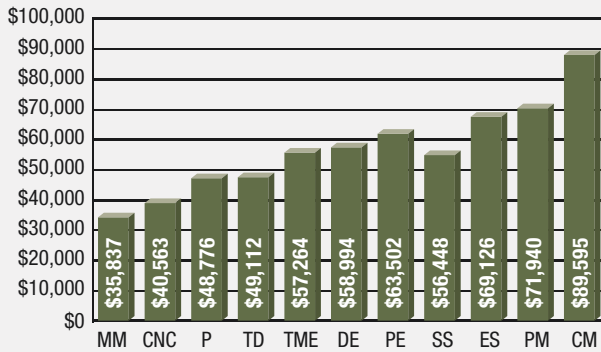
The survey's five questions remained identical from the previous survey:

- Where is your company located?
- How many people does your company employ?
- What is the type of company?
- What is the average annual salary earned by employees at your company for each position?
- What benefits does your company provide for each position?

As in the previous two surveys, the average salary was calculated according to the arithmetic mean. For example, if four recipients indicated their programmers earn average annual salaries \$40,000, \$42,000, \$50,000 and \$53,000, the mean would equal \$46,250 $([40,000 + 42,000 + 50,000 + 53,000]/4 = 46,250)$.

Special thanks to Pat Jones, administrative assistant.

National Average



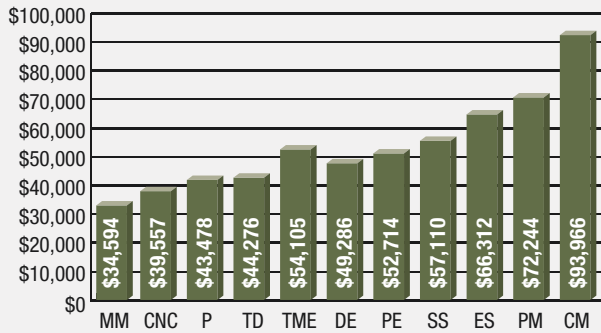
PAID TRAINING AND

continuing education helps manufacturers compete in a tough global economy. Apparently realizing this, companies are providing the benefit to 15 percent more project engineers, 13 percent more tool and die makers and 9 percent more corporate managers. However, 13 percent fewer tool/manufacturing engineers and 6 percent fewer design engineers and shop supervisors receive the benefit.



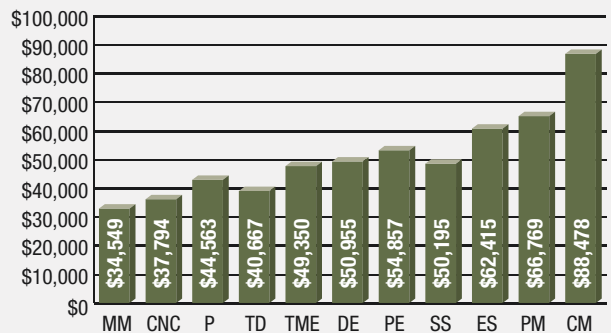
Region

EAST (ME, NH, VT, NY, PA, DE, MA, RI, CT, NJ, MD, WV)



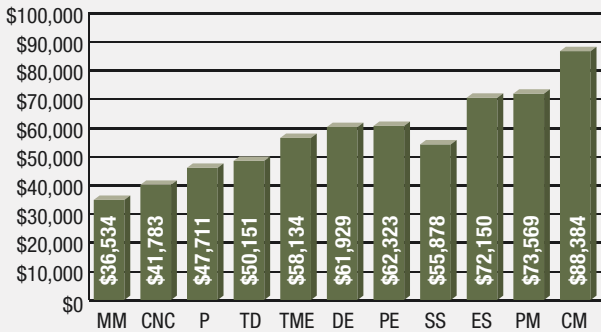
Region

SOUTH (TX, AR, LA, MS, AL, FL, TN, KY, VA, NC, SC, GA)



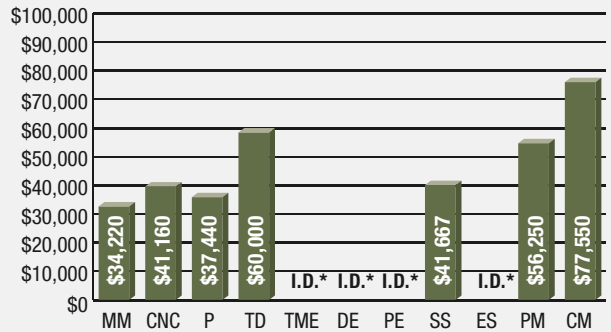
Region

MIDWEST (OH, IL, IN, MI, WI, MO, IA, MN, OK, KS, NE)



Region

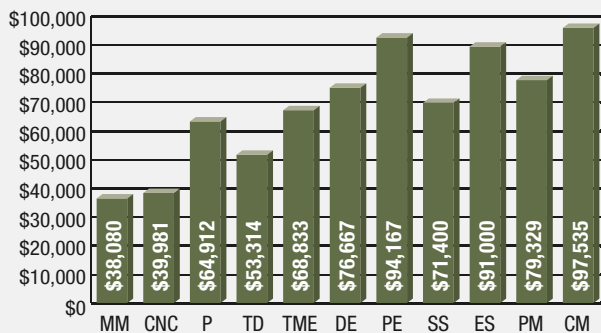
MOUNTAIN (MT, ID, WY, CO, NM, AZ, UT, ND, SD)



*Insufficient Data

Region

WEST (WA, OR, CA, NV, HI, AK)

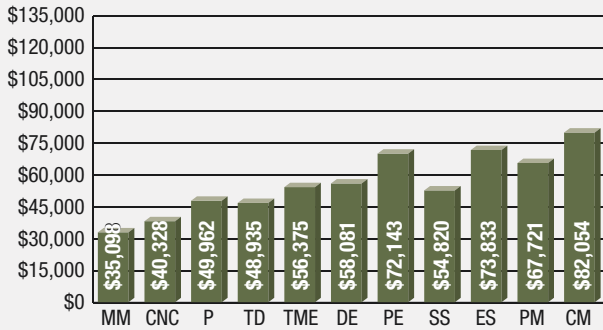


WORKERS AT GENERAL manufacturers posted the biggest salary gains, with each position showing gains since 2004. Those companies pay their manual machinists about \$5,000 more, their programmers and project engineers about \$12,000 more and their corporate managers about \$18,000 more.

MM: Manual Machinist • CNC: CNC Machinist • P: Programmer • TD: Tool & Die Maker • TME: Tool/Manufacturing Engineer • DE: Design Engineer • PE: Project Engineer • SS: Shop Supervisor • ES: Engineering Supervisor • PM: Plant Management • CM: Corporate Management

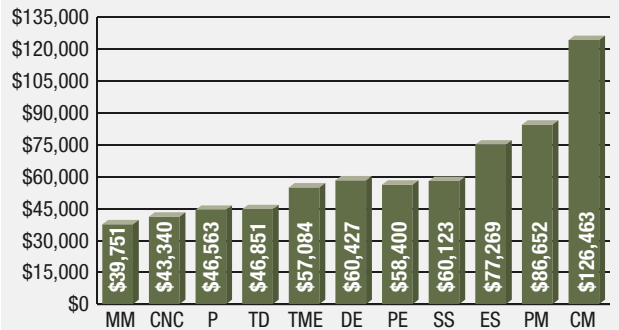
Company Size

1-19 EMPLOYEES



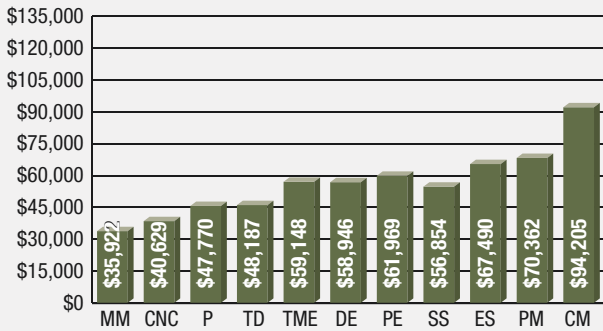
Company Size

100+ EMPLOYEES



Company Size

20-99 EMPLOYEES

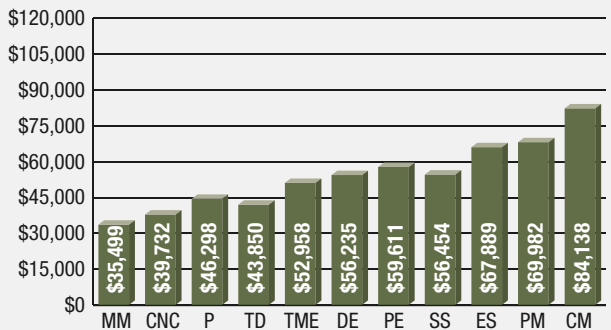


CORPORATE MANAGERS in the West earn the most, averaging nearly six figures at \$97,535. That was \$59,455 more than the region's manual machinists, who still earn more than manual machinists in other parts of the country.

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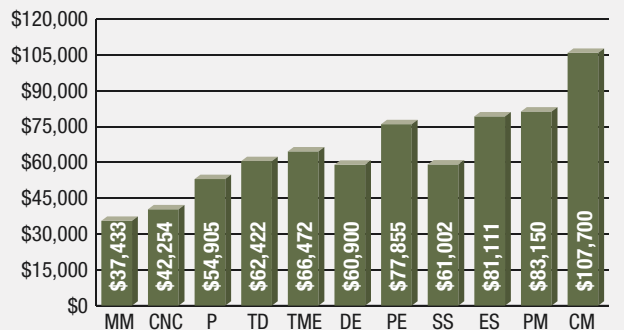
Company Type

JOB SHOP



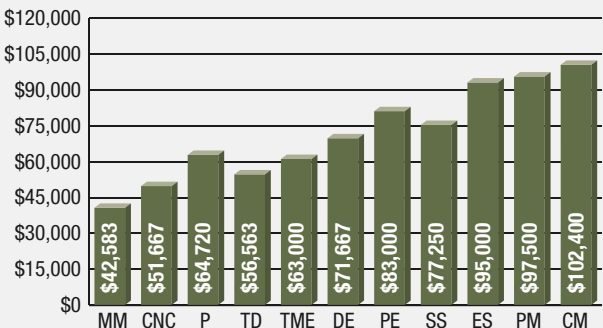
Company Type

GENERAL MANUFACTURER



Company Type

TOOL, MOLD & DIE SHOP

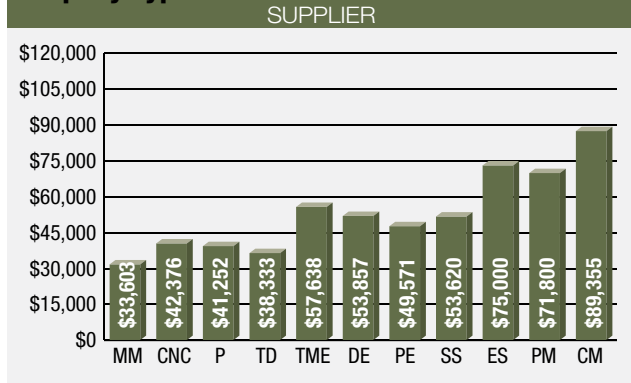


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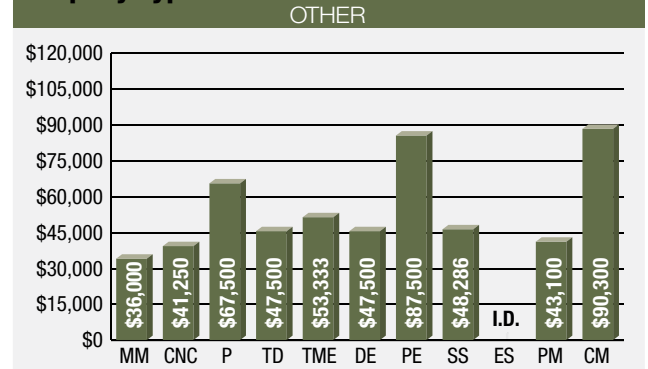
average, tool and die makers registered the biggest percentage increase in salary. With an average salary of \$49,112, they earn 12.3 percent, or \$6,048, more than 2 years ago. This is in sharp contrast to the 2004 survey, when tool and die makers saw the smallest percent change from 2 years earlier, earning 99.97 percent of what they made in 2002.



Company Type



Company Type



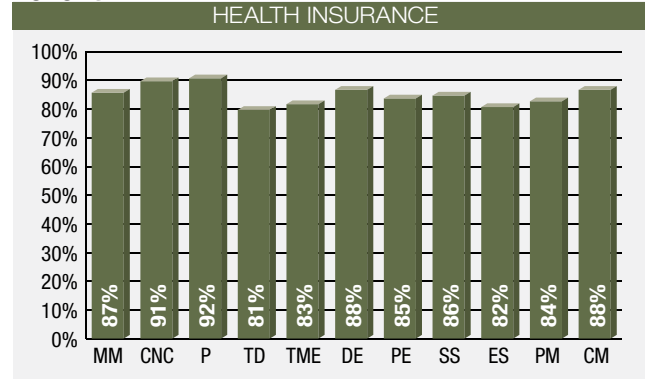
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THE BIGGER THE COMPANY, the more you're likely to earn. Companies with 100 or more employees pay their corporate managers \$126,463 a year, compared to \$94,205 for companies with 20 to 99 employees and \$82,054 for companies with fewer than 20 workers. Even manual machinists at big manufacturers earn around \$2,000 more.

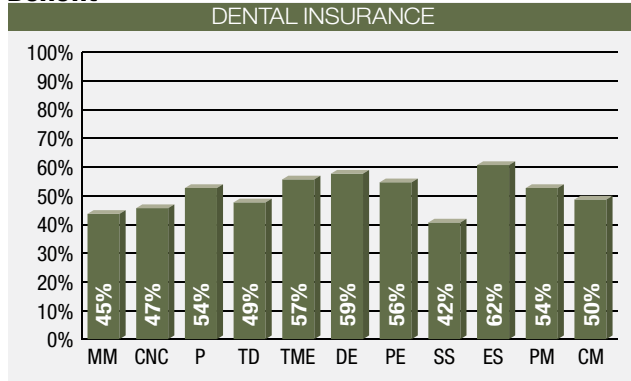


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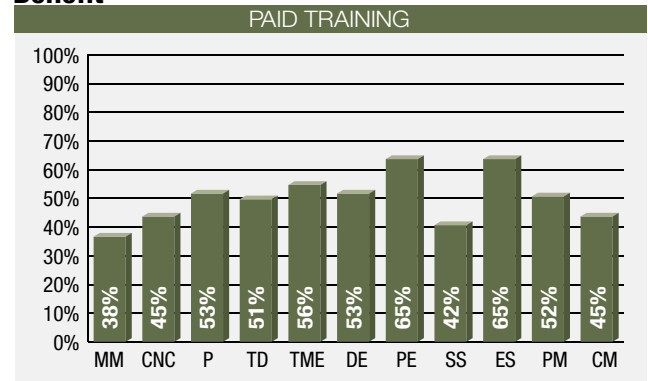
Benefit



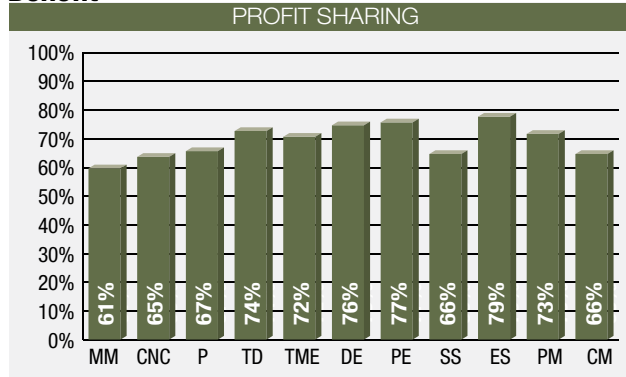
Benefit



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Benefit

