



cover story

# Dollar Power

The 2008 CTE Salary Survey shows the purchasing might of metalworking professionals.

To paraphrase a statement from popular culture, “Money is the ultimate power trip, when you got it then you can talk, uh, stuff.” To determine how much stuff a metalworking professional can talk, *Cutting Tool Engineering* conducted its Fifth Biennial Salary Survey.

Similar to previous CTE salary surveys, this one found that corporate managers earn the most, averaging \$96,974. That’s up \$7,379 from 2006, which represents the largest increase in total dollars of all positions surveyed. Programmers and shop supervisors also fared well compared to ’06, with average salaries of \$53,213 and \$59,262, representing increases of \$4,437 and \$2,814, respectively.

However, the average salary for a design engineer slipped \$986 since ’06 to \$58,008. Manual machinists still earn the least on average, at \$36,407, up \$570 from the previous survey.

Although wages are up, benefits are down for the most part. The only percentage that increased for the paid

health insurance category was for tool/manufacturing engineers—by 0.8 percent. On the other hand, 12.8 percent fewer CNC machinists receive company-provided health insurance. Possibly because the cost of dental insurance hasn’t increased as much as health insurance, several positions showed an increased percentage receiving dental insurance, including 13.3 percent more for tool/manufacturing engineers. More TMEs also received profit sharing and paid training than in ’06, up 3.7 and 0.8 percentage points, respectively. However, they were not in the group of five positions that saw an increased percentage for the perk of driving a company vehicle. Nearly 13 percent more engineering supervisors receive that benefit this time than in ’06.

As in the previous surveys, CTE mailed survey forms to 1,000 randomly chosen corporate managers who subscribe to the magazine. The format remained the same: We requested information about average annual salaries and benefits for themselves and their employees.

We didn’t ask participants to identify themselves, and 212 completed and returned the questionnaire by the deadline—a 21.2 percent response rate.

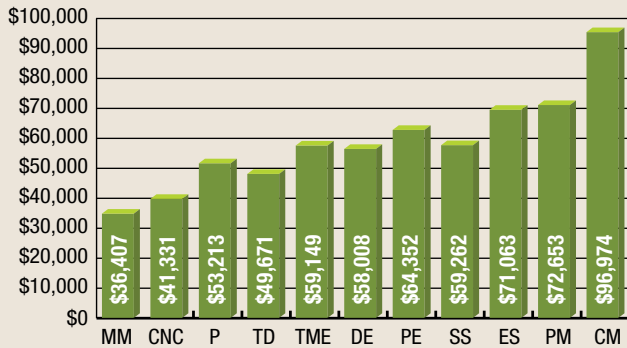
The survey’s five questions were:

- 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 of the 11 positions indicated?
- What benefits does your company provide for each position?

As in the previous three surveys (the initial survey in 2000 had a different methodology), the average salary was calculated according to the arithmetic mean. For example, if four recipients indicated their programmers earn average annual salaries of \$40,000, \$42,000, \$50,000 and \$53,000, the mean would equal \$46,250  $([40,000 + 42,000 + 50,000 + 53,000] \div 4 = 46,250)$ .

*Special thanks to Pat Jones, administrative assistant, for compiling survey data.*

## National Average



### PROGRAMMERS REGISTERED

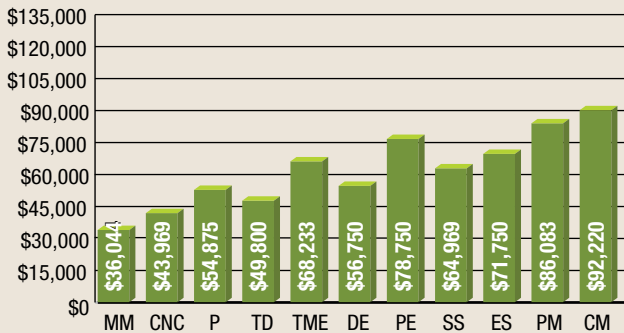
the biggest percentage increase in salary based on the national average. With an average salary of \$53,213, they earn 8.3 percent, or \$4,437, more than 2 years ago. Compared to their average salaries in '02, programmers make 18.5 percent more now.



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

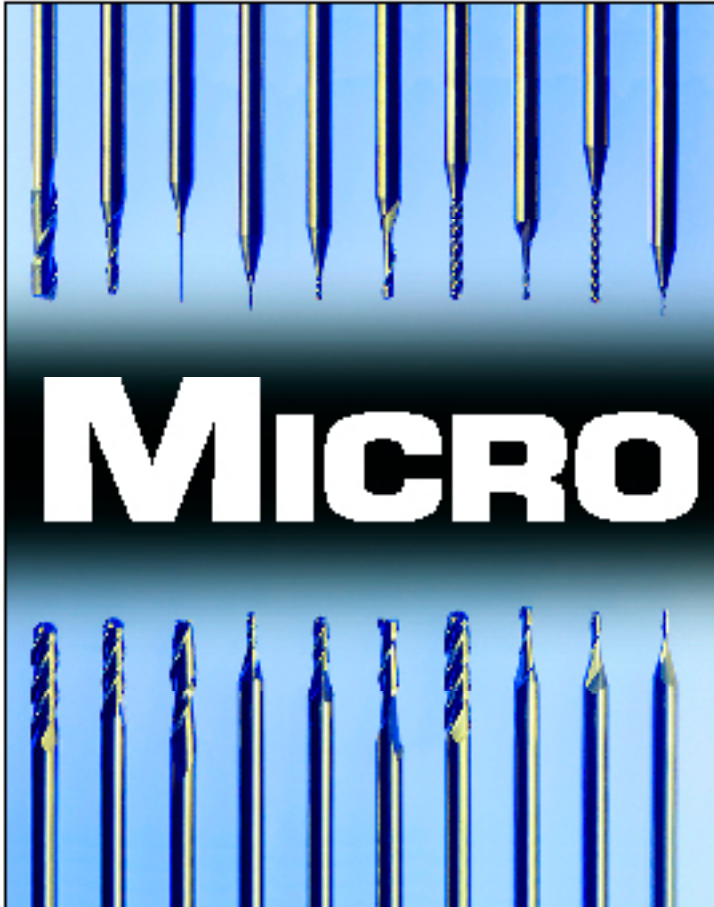
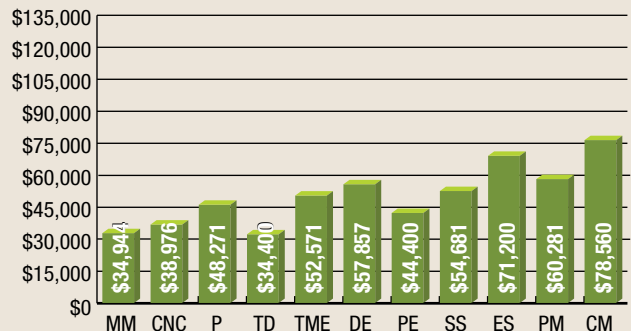
## Region

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 )



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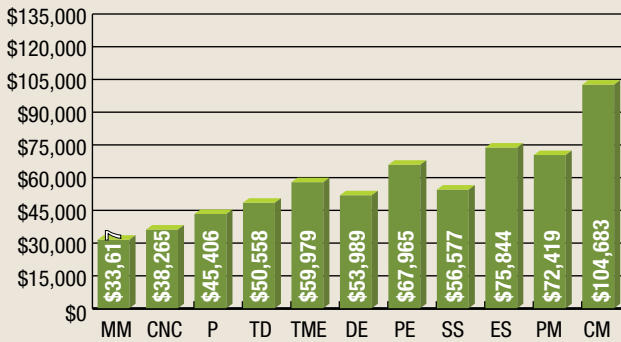
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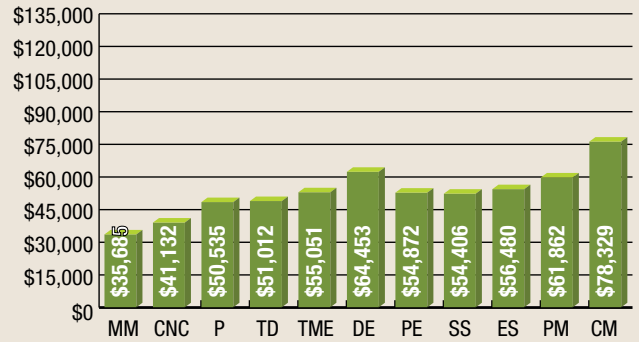
## Region

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



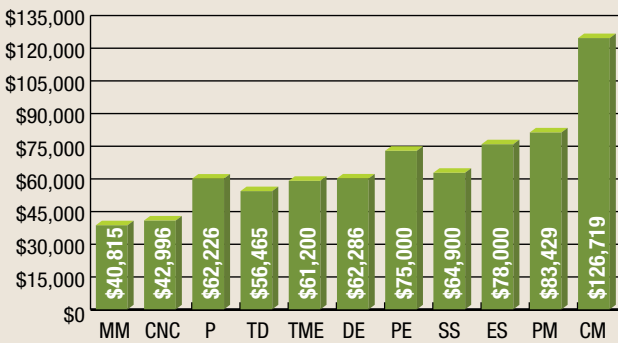
## Region

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



## Region

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



### COMPARED TO THE NATIONAL

average for '02, corporate managers are paid \$13,004 more this year, an increase of 15.5 percent. Average annual salaries, however, are down from '02 for engineering supervisors (\$5,550 less) and plant management personnel (\$2,634 less).

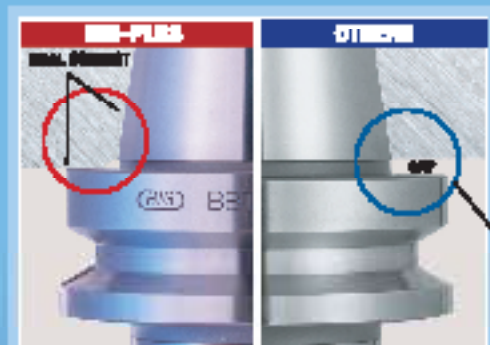


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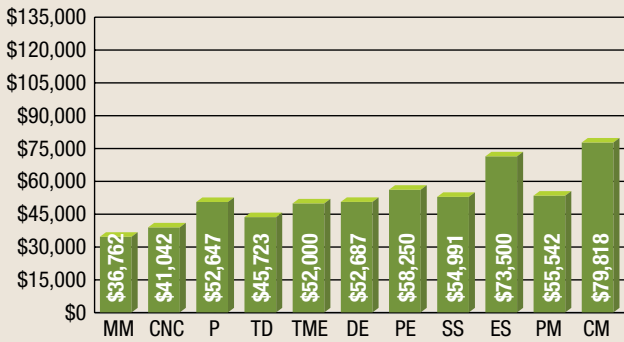


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## Company Size

### 1-19 EMPLOYEES



### ONCE AGAIN, CORPORATE

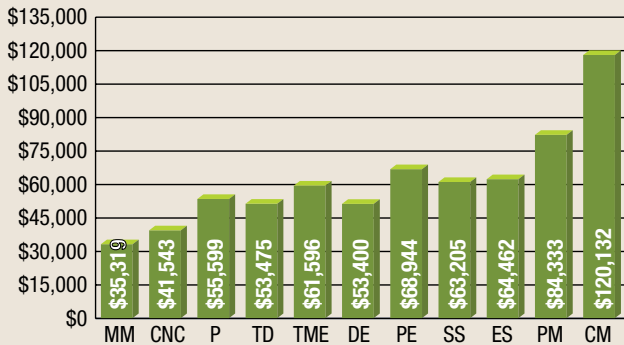
managers in the West make the most, averaging \$126,719, an increase of nearly \$30,000 from 2006. Their salaries are \$85,904 higher than the region's manual machinists, who still earn more than manual machinists in other parts of the country.



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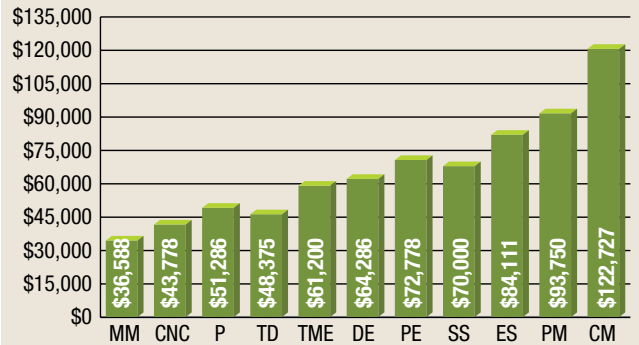
## Company Size

### 20-99 EMPLOYEES



## Company Size

### 100+ EMPLOYEES



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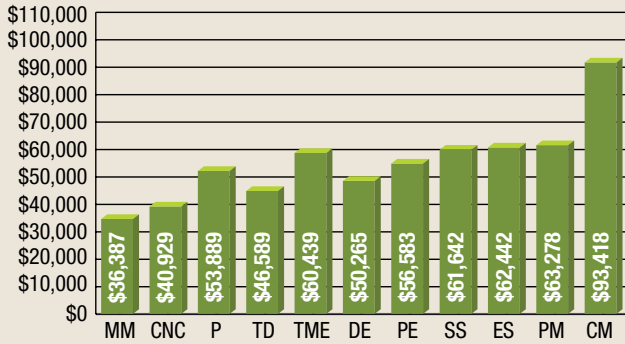
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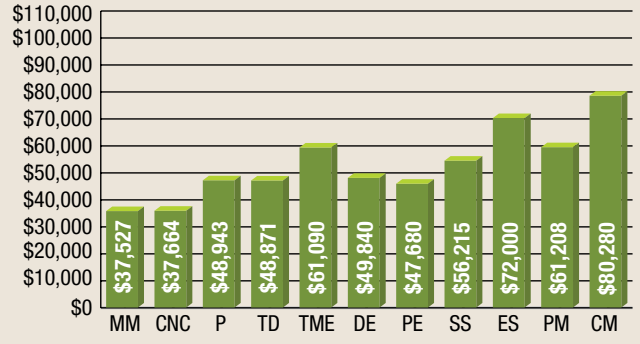
## Company Type

### JOB SHOP



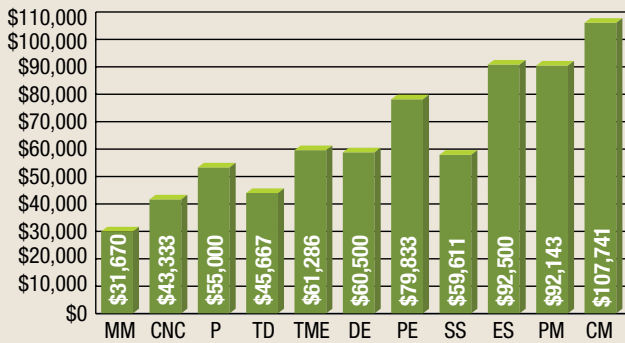
## Company Type

### TOOL, MOLD & DIE SHOP



## Company Type

### SUPPLIER



### BEING A MANUAL MACHINIST

at a company with 100 or more employees paid \$174 less than one at a company with 19 or fewer workers, but a corporate manager at a large company earned \$42,909 more than one at a small company.



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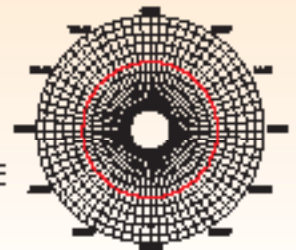
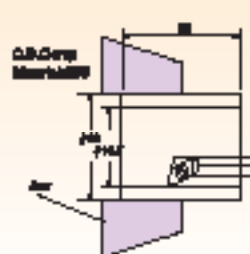


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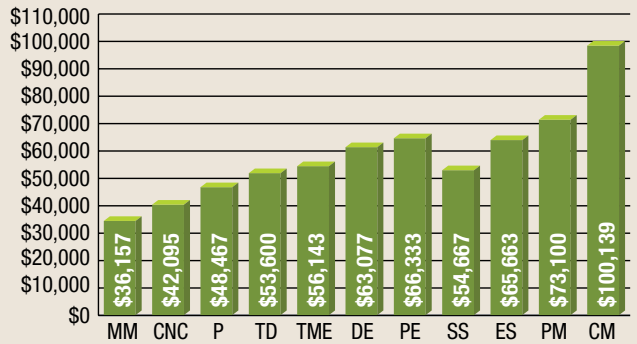
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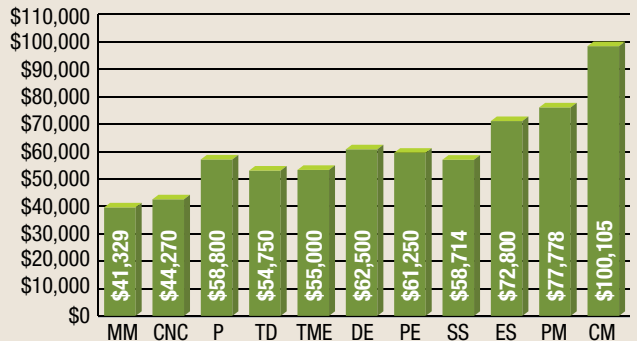
### Company Type

#### GENERAL MANUFACTURER



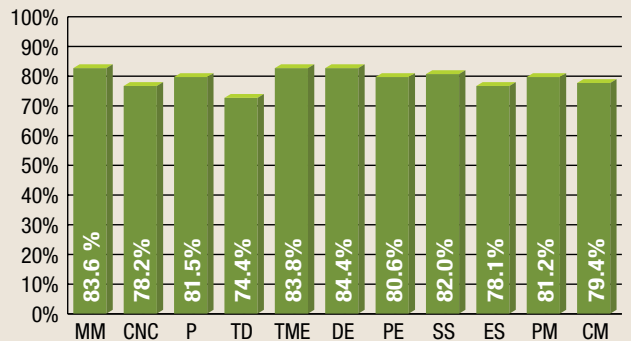
### Company Type

#### OTHER



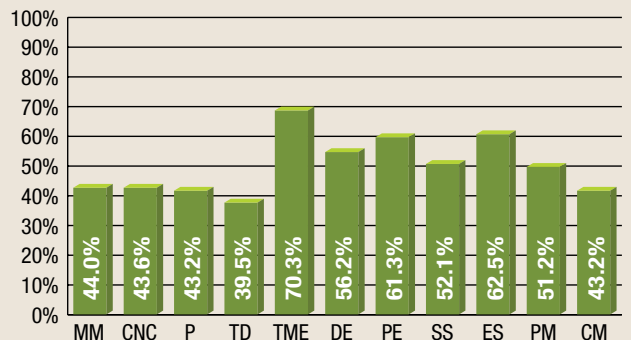
### Benefit

#### HEALTH INSURANCE



### Benefit

#### DENTAL INSURANCE



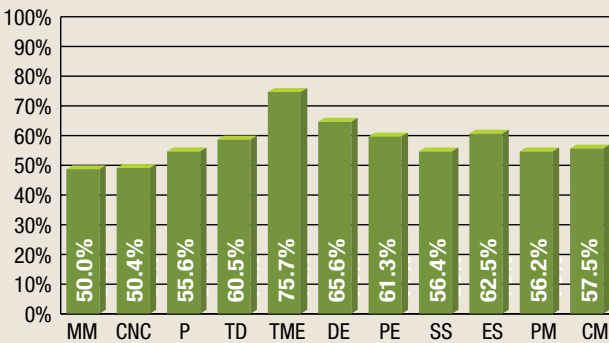
**LESS THAN HALF** of the corporate managers (49.3 percent) get the perk of a company vehicle, down 2.7 percent from '06. That's 26.7 percent more than project engineers, the next highest percentage. When rounding the average to the nearest whole number, the data shows that no CNC machinist drives a company vehicle.



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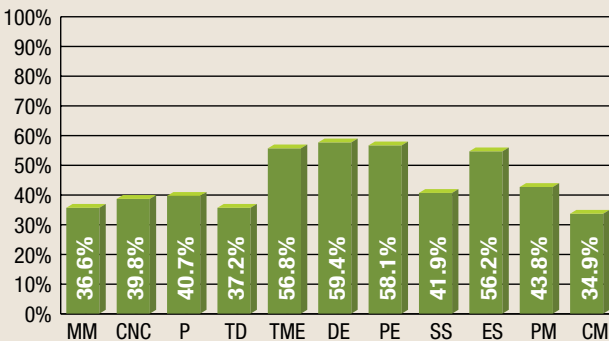
## Benefit

### PROFIT SHARING



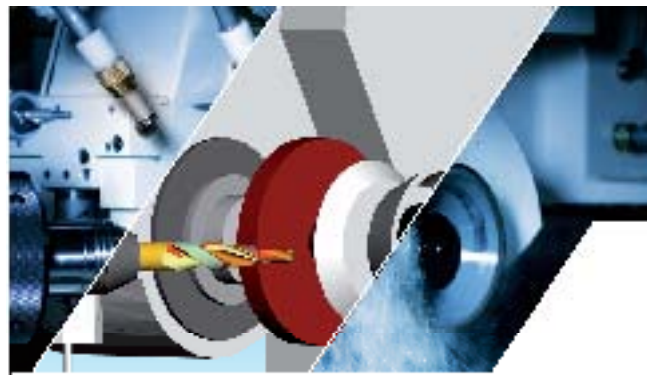
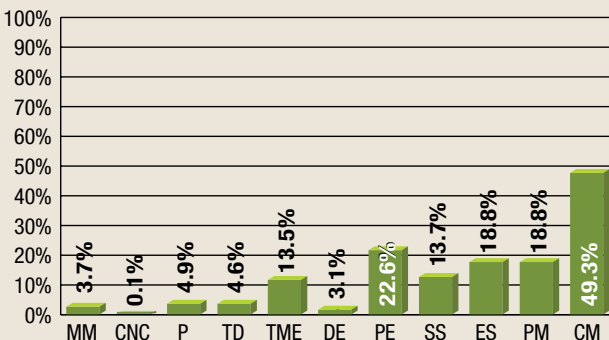
## Benefit

### PAID TRAINING



## Benefit

### COMPANY VEHICLE



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