



Western SC

2022 Compensation Report Summary

Annually, Western SC along with our EDO partners across the Augusta-Aiken MSA conduct a regional Compensation Survey of our manufacturers. On odd years we add in a Benefits section covering insurance offerings and more.

2022 Compensation Practices

TYPE OF PAY INCREASE



REASONS FOR PAY INCREASE

1. Match Market Rates
2. Improve Retention
3. Compete Locally/Regionally
4. Cost of Living

BONUS DATA



2022 Company Demographics

COMPANY SIZE

1 to 99 employees	29%
100 to 499 employees	50%
500 or more employees	21%

Note: Total number of employees from companies surveyed is 11,756

EMPLOYEE STATUS: FULL-TIME

Exempt	16%
Non-Exempt	7%
Hourly	64%
Temp	13%

Note: Total number of full-time employees from companies surveyed is 10,440. Also note that two companies did not report a breakdown of their employees, only an overall headcount. Of the numbers reported Hourly made up over 6,700 and temporary over 1,300 employees.

EMPLOYEE STATUS: PART-TIME

Exempt	0.3%
Non-Exempt	0.3%
Hourly	2.5%
Temp	96.8%

Note: Total number of part-time employees from companies surveyed is 882, with 854 being Temporary.

SHIFTS

NUMBER OF SHIFTS

One	16%
Two	26%
Three	58%

Disclaimer: The full report is only available to our industries who complete the survey, this is a sample of the information gleaned. All participants are guaranteed anonymity in the final report. All info is proprietary information of Western SC Economic Development Partnership and our partners.



Compensation: Salary & Wage Data Sample: 2022

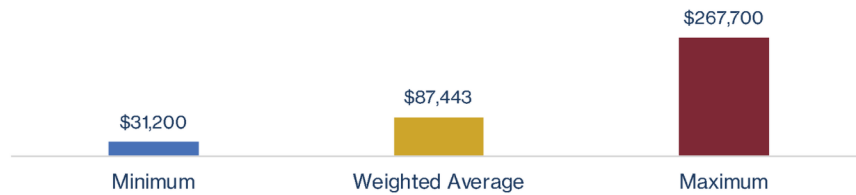
SALARY PAY DATA

Operations & Production Management

207
TOTAL NUMBER OF
EMPLOYEES

19%
OF SALARIED
WORKFORCE

Salary Data



COMPENSATION DATA

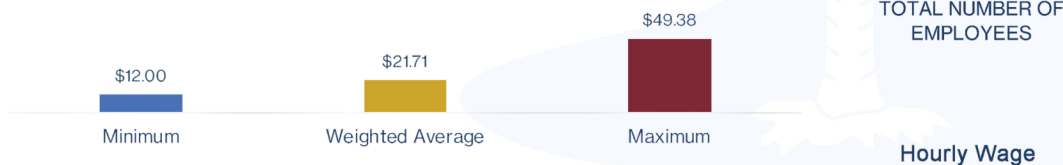
Job Title	Count	Salary		
		Starting (Minimum)	Average	Maximum
Operations Crew Leader	41	\$31,200.00	\$75,110.60	\$144,900.00
Planning Scheduling Analyst/Coordinator/Man	15	\$62,838.00	\$100,567.50	\$160,000.00
Production Director (Dept. Head)	12	\$65,000.00	\$130,533.33	\$177,000.00
Production Planning/Scheduler	11	\$40,000.00	\$62,353.40	\$83,538.00
Production Supervisor/Manager	108	\$33,280.00	\$86,318.13	\$267,700.00
Project Managers (including Senior)	20	\$60,000.00	\$96,901.67	\$177,800.00

HOURLY PAY DATA

Operations & Production

(Including Textiles)

Hourly Data



3893
TOTAL NUMBER OF
EMPLOYEES

61.25%
OF HOURLY
WORKFORCE

Job Title	Count	Hourly Wage		
		Starting (Minimum)	Average	Maximum
Auto-line Operator	8	\$14.00	\$16.00	\$26.00
Chemical Operator	59	\$24.50	\$36.33	\$43.88
Fabricators	14	\$16.00	\$19.00	\$22.00
Inspector	76	\$14.00	\$18.62	\$25.00
Internal Paint Operator	19	\$13.00	\$20.98	\$27.25
Machine Operator/Machinist/Technician	716	\$13.00	\$20.67	\$36.35
Painters	57	\$13.00	\$16.52	\$18.75
Production Floor Manager/Lead	100	\$12.00	\$22.63	\$49.38
Production Shift Supervisor/Lead	44	\$18.00	\$26.28	\$31.20
Production Specialist	23	\$18.47	\$29.75	\$38.75
Production Team/Group Lead	144	\$19.00	\$26.02	\$49.38
Production worker/associate	2487	\$14.00	\$21.81	\$41.97