



Wage & Benefits Guide

**NORTHWEST MN & EASTERN ND AREA
MANUFACTURING JOBS**

Positively Impacting People's Lives Through Employment

Meet Doherty

Doherty Staffing Solutions is your local Employment Expert with a mission to positively impact lives through employment throughout every community we serve. With a focus on customized and strategic workforce solutions for over 40 years, we're here to help you with your hiring and workforce management needs.

As a family-run and women-owned organization since 1980, our business revolves around people and relationships. We are passionate, customer-focused, dynamic, and results-driven. These values drive our commitment to providing excellent service to our local communities and valued partnerships.

Why Doherty?



Local Expertise

With a national reach and over 40 years of experience in the Midwest, Doherty has a deep understanding of the regional job market. Our local employment experts know the ins and outs of the MSP Metro market, enabling better job matching and comprehensive support throughout the hiring process.



Women Owned

We are a proud woman-owned company, providing a diverse and inclusive approach to staffing and employment solutions. Doherty fosters strong community ties and an empathetic understanding of the workforce's various and divergent employment needs.



Attorney Led

Doherty Staffing Solutions is guided by leadership with legal expertise, ensuring that our staffing solutions are compliant with labor laws and regulations. This highly ethical approach provides additional assurance to both job seekers and employers regarding workplace legality and integrity.



Our Workforce Solutions

Temp/Contract for Flexible Workers

Our temporary staffing solutions are designed to help you adaptively manage your workforce. Whether you're facing seasonal demands or a short-term, project-based workload, we can quickly supply skilled workers to maintain productivity. With our contingent labor arrangement, you get the flexibility to scale your workforce up or down as needed without the commitment of permanent hires.



Temp-to-Hire for Talent Trials

Our temp-to-hire option offers your operation the opportunity to evaluate potential employees on the job before making a long-term commitment. This approach allows you to ensure the candidate is the right fit for your team and company culture, reducing the risk of turnover. At the same time, candidates benefit from gaining insight into your organization, leading to more successful and lasting employment relationships.

Direct Hire for Permanent Additions

When you need to fill permanent positions with top talent, our direct hire service is here to streamline the process. We handle everything from sourcing and screening to onboarding and post-hire check-ins, ensuring you secure the right candidates quickly and efficiently. This solution is ideal for businesses looking to build a strong, dedicated workforce with professionals who are aligned with your organization's long-term goals.



Additional Solutions to Fit Your Hiring Needs

In addition to these contingent workforce solutions, we offer a range of additional services to support your business, including our Coordinated Supplier Program (CSP), On-site Workforce Management, Payrolling, and Customized Staffing Plans. These services are designed to meet your specific needs, ensuring that your workforce management is as efficient and effective as possible.

The Value of Offering Competitive Pay

What is Competitive Pay?

Competitive pay is defined as compensation that is equal to or above the average for a position based on industry and geographic location. Offering competitive pay and benefits is a top way to attract and retain talent at your organization, leading to further productivity and success for your business.

Best Practices for Staying Competitive with Wages

When planning compensation and benefits packages for open positions at your company, there are five key areas you should consider.

1 Leverage Current Wage Data

To stay competitive, it's crucial to understand what your competitors are offering. You may start by estimating a fair pay rate for the roles you're hiring for, but be sure to leave room for negotiation. Utilizing comprehensive data to get real-time insights into current wages across different jobs and locations is essential for attracting and retaining top talent. Additionally, this can help refine your recruitment and growth strategies.

2 Set Clear Guidelines for Raises

Determining how and when raises are given is key to employee satisfaction. Whether raises are based on seniority, performance, or scheduled intervals, it's important to have a clear and consistent approach. Having this plan in place ensures that employees feel valued and fairly compensated for their growing experience and contributions.

3 Benchmark Regularly

Regularly assessing your current employees' pay against industry standards is critical. Ensuring that their compensation reflects their job responsibilities and the skills they bring to the table not only helps in retaining talent but also in keeping your compensation structure competitive.

4 Maintain Open Communication

Transparency is of utmost importance when discussing compensation. Clearly communicating both short-term and long-term pay strategies with your employees fosters a sense of respect and motivation, helping employees feel valued. Be sure to also update new hires on your competitive pay policies.

5 Attract Talent with Clear Job Postings

When advertising job openings, a way to make your listings stand out is by including a clear pay range and highlighting your competitive wages and benefits. This approach can attract high-quality candidates who are looking for stability and fairness in compensation.

By following these steps, you can craft a competitive compensation package that not only attracts the right talent but also keeps your business ahead of the market. Leveraging real-time pay data is especially crucial for staying informed and competitive.

Doherty's Employment Experts stay up-to-date on the latest industry trends and news so that we can provide valuable resources and insights to our partners. In this regional Hourly Pay Rate Guide, you will discover the value of competitive pay and the latest wage data based on your local area.

How to Read the Northwest MN & Eastern ND Wage Guide

1 City	2 Industry	3 Position Title	4 Median Pay Rate
Buxton	Drainage Systems	Production Associate	\$22.00
Buxton	Manufacturing - Production	Production Hauler	\$21.18
Crookston	Manufacturing	Assembler	\$24.04
Crookston	Manufacturing - Assembly	Assembler	\$25.00
Crookston	Manufacturing - Assembly	Assembly Worker	\$22.55
Crookston	Manufacturing - Assembly	Production Assembler	\$22.11
Crookston	Foundry	Production Worker	\$21.13

1 City

The City column showcases the various metropolitan areas the data represents, helping employers understand regional compensation trends and variations across cities.

2 Industry

The Industry category outlines trends within specific sectors, such as administrative, machine operation, and warehouse, offering insight into compensation standards across different fields.

3 Position Title

The Position Title that each row of data represents can be found here. This captures all slight variations of the title that were relevant and applicable to job title median salaries.

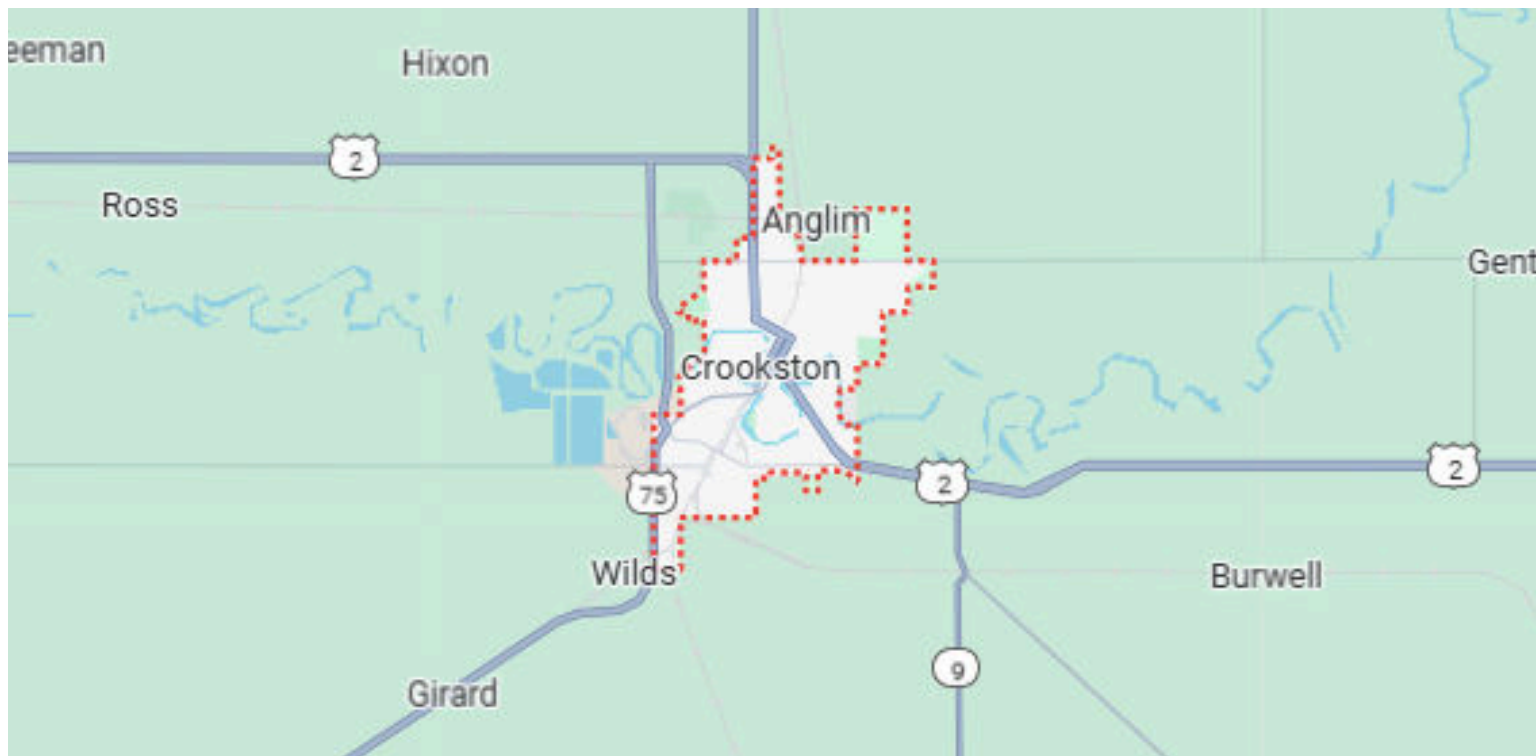
4 Median Pay Rate

The Median Pay Rate column captures the median hourly pay rate for each job title based on the current market (jobs posted within the calendar year).

Job Categories in the Northwest MN & Eastern ND Area

- Assembly
- Industrial Painting
- Machine Operation
- Production
- Warehouse
- Welding & Fabrication

Crookston Area



1 Assembly

City	Industry	Position Title	Median Pay Rate
Crookston	Manufacturing	Assembler	\$24.04
Crookston	Manufacturing - Assembly	Assembler	\$25.00
Crookston	Manufacturing - Assembly	Assembly Worker	\$22.55
Crookston	Manufacturing - Assembly	Production Assembler	\$22.11

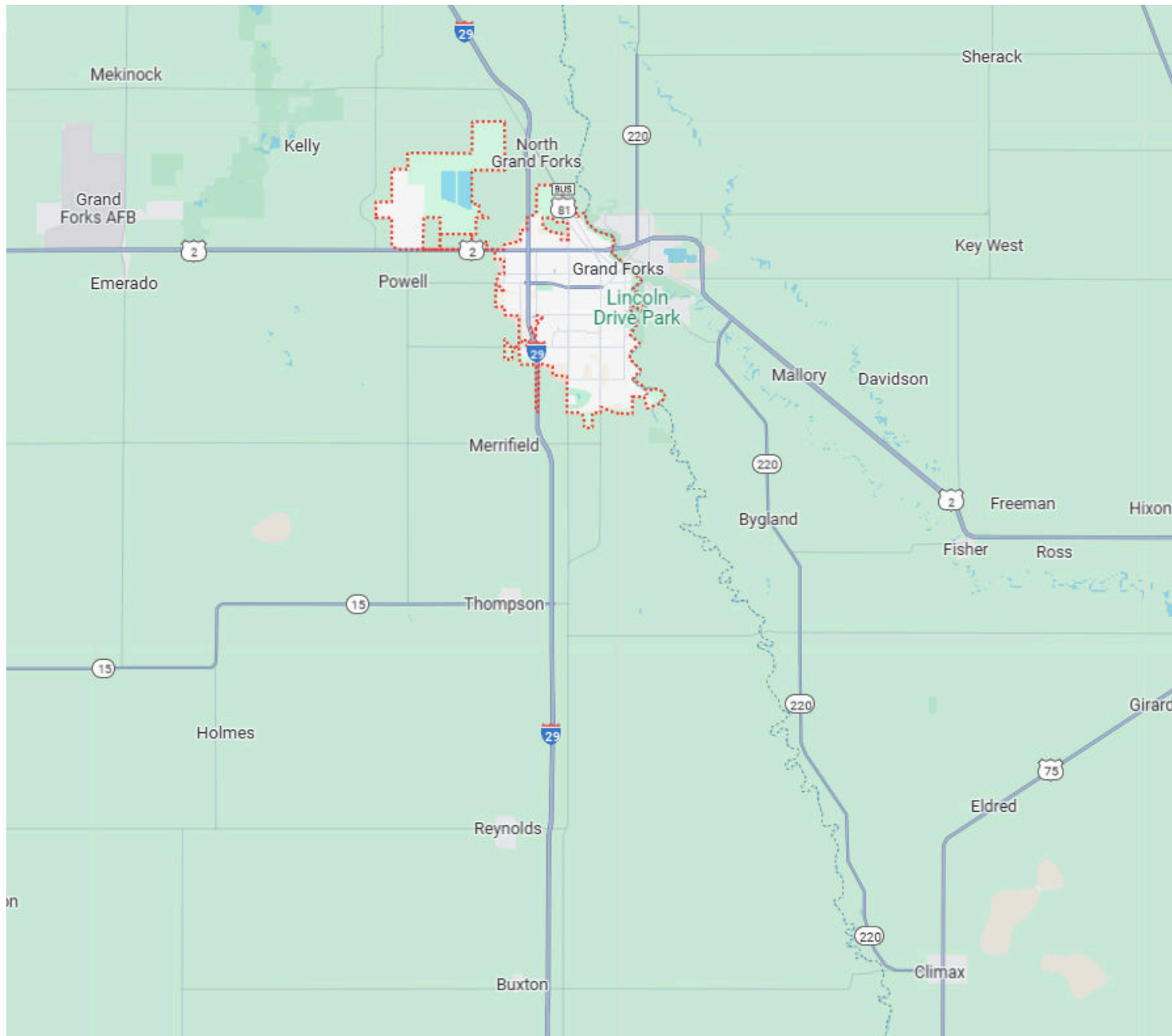
2 Production

City	Industry	Position Title	Median Pay Rate
Crookston	Foundry	Production Worker	\$21.13

3 Warehouse

City	Industry	Position Title	Median Pay Rate
Crookston	Food Production	Hand Packer	\$17.00
Crookston	Supply Chain - Material Management	Material Handler	\$22.26
Crookston	Food Production	Packager	\$18.00

Greater Grand Forks Area



1 Assembly

City	Industry	Position Title	Median Pay Rate
Grand Forks	Manufacturing - Assembly	Assembler	\$30.56
Grand Forks	Steel Manufacturing	Assembler	\$22.66
Grand Forks	Windmill Blades	Assembler	\$23.19
Grand Forks	Wood Production	Assembler	\$19.00
Grand Forks	Manufacturing - Assembly	Mechanical Assembler	\$21.62

2 Industrial Painting

City	Industry	Position Title	Median Pay Rate
Grand Forks	Industrial Doors	Painter	\$19.00
Grand Forks	Manufacturing - Painting	Painter	\$21.67
Grand Forks	Steel Manufacturing	Painter	\$23.00

3 Machine Operation

City	Industry	Position Title	Median Pay Rate
Grand Forks	Food Production	Machine Operator	\$24.42
Grand Forks	Manufacturing - Machine Operating	Machine Operator	\$20.97
Grand Forks	Food Production	Mill Operator	\$22.00
Grand Forks	Food Production	Process Technician	\$22.78
Grand Forks	Manufacturing - Production	Process Technician	\$22.84

4 Production

City	Industry	Position Title	Median Pay Rate
Buxton	Drainage Systems	Production Associate	\$22.00
Buxton	Manufacturing - Production	Production Hauler	\$21.18
Grand Forks	Manufacturing - Production	Production Team Member	\$17.70
Grand Forks	Food Production	Seasonal Production Worker	\$20.12

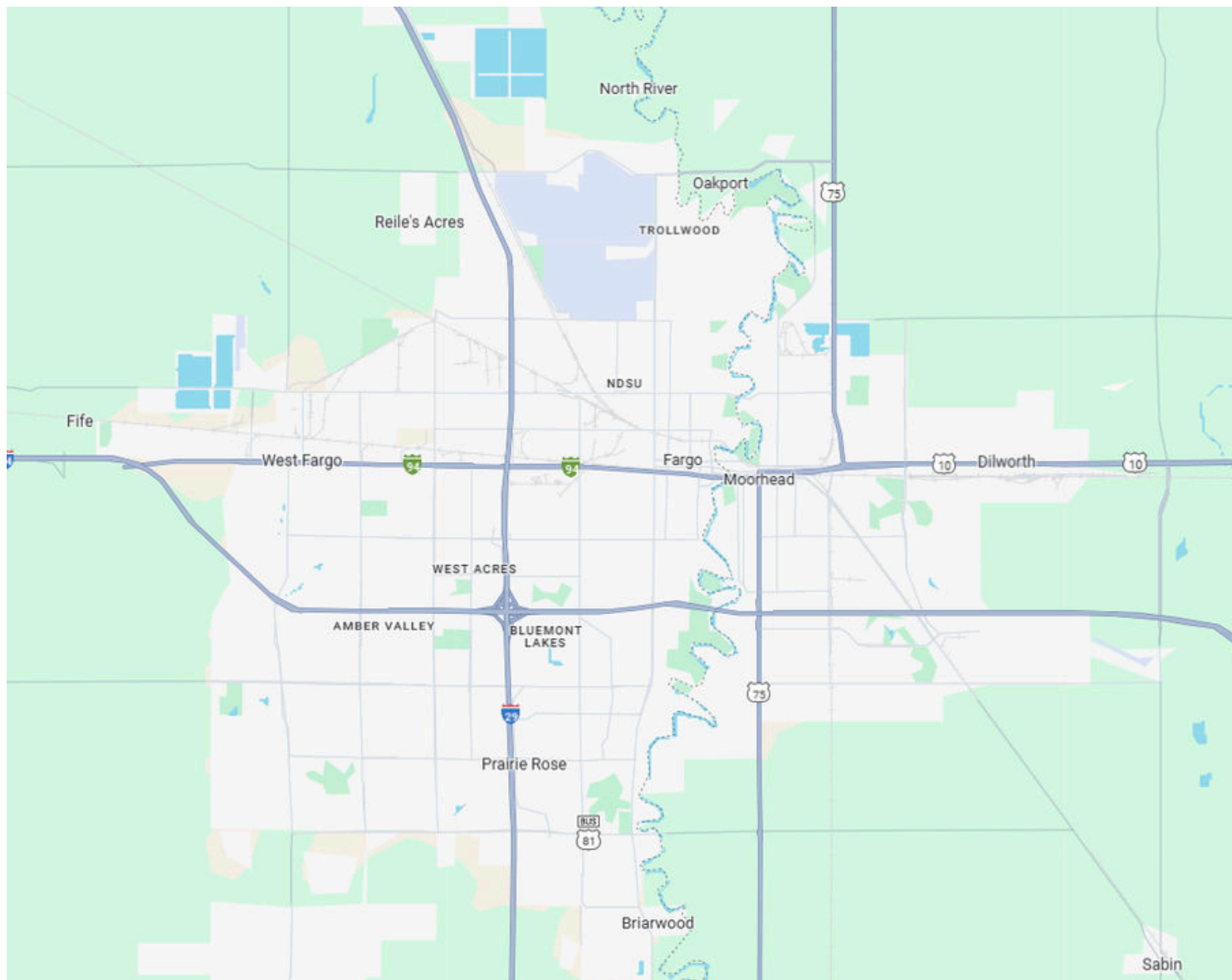
5 Warehouse

City	Industry	Position Title	Median Pay Rate
Grand Forks	Supply Chain - Material Management	Material Handler	\$19.92
Grand Forks	Industrial Doors	Packaging Assembler	\$18.00
Grand Forks	Industrial Doors	Warehouse Worker	\$18.00
Grand Forks	Supply Chain - Warehousing	Warehouse Worker	\$19.83

6 Welding & Fabrication

City	Industry	Position Title	Median Pay Rate
Grand Forks	Industrial Doors	Welder	\$21.00
Grand Forks	Repair & Maintenance - Welding	Welder	\$23.06
Grand Forks	Steel Manufacturing	Welder	\$21.00

Red River Valley Area



1 Assembly

City	Industry	Position Title	Median Pay Rate
Fargo	Manufacturing - Assembly	Assembler	\$19.23
Fargo	Manufacturing - Assembly	Assembly Line Worker	\$24.53
Fargo	Manufacturing - Assembly	Assembly Technician	\$27.73
Fargo	Manufacturing - Assembly	Manufacturing Assembler	\$18.64
Fargo	Manufacturing - Assembly	Mechanical Assembler	\$22.84
Moorhead	Tool & Machine	Assembly Technician	\$18.00
West Fargo	Heavy Equipment	Assembler	\$19.15
West Fargo	Manufacturing - Assembly	Assembly Team Member	\$18.04
West Fargo	Manufacturing - Assembly	Assembly Technician	\$20.11

2 Industrial Painting

City	Industry	Position Title	Median Pay Rate
Fargo	Manufacturing - Production	Paint Line Production Associate	\$20.63
West Fargo	Manufacturing - Painting	Industrial Painter	\$23.42
West Fargo	Manufacturing - Painting	Paint Prep Associate	\$21.42
West Fargo	Heavy Equipment	Painter	\$24.38

3 Machine Operation

City	Industry	Position Title	Median Pay Rate
Fargo	Manufacturing - Machine Operating	CNC Machine Operator	\$22.48
Fargo	Stone Manufacturing	CNC Operator	\$21.00
Fargo	Manufacturing - Machine Operating	Lead Machine Operator	\$27.59
Fargo	Manufacturing - Machine Operating	Machine Operator	\$21.73
Fargo	Steel Manufacturing	Machine Operator	\$18.27
Moorhead	Manufacturing - Machine Operating	Machine Operator	\$22.37
West Fargo	Manufacturing - Machine Operating	CNC Machinist	\$24.35
West Fargo	Heavy Equipment	Machine Operator	\$19.16
West Fargo	Manufacturing - Machine Operating	Machine Operator	\$22.43
West Fargo	Manufacturing - Machine Operating	Machinist	\$25.70

4 Production

City	Industry	Position Title	Median Pay Rate
Fargo	Fiberglass Manufacturing	Production Associate	\$21.75
Fargo	Glass Manufacturing	Production Associate	\$20.38
Fargo	Manufacturing - Production	Production Associate	\$21.56
Fargo	Window Manufacturing	Production Associate	\$22.00
Fargo	Food Production	Production Team Member	\$18.50
Fargo	Manufacturing - Production	Production Worker	\$20.47
Moorhead	Door Manufacturing	Production Team Member	\$19.00
Moorhead	Manufacturing - Production	Production Worker	\$17.70
West Fargo	Light Metal Manufacturing	Production Associate	\$23.50
West Fargo	Manufacturing - Production	Production Associate	\$22.57
West Fargo	Light Metal Manufacturing	Production Associate	\$23.50

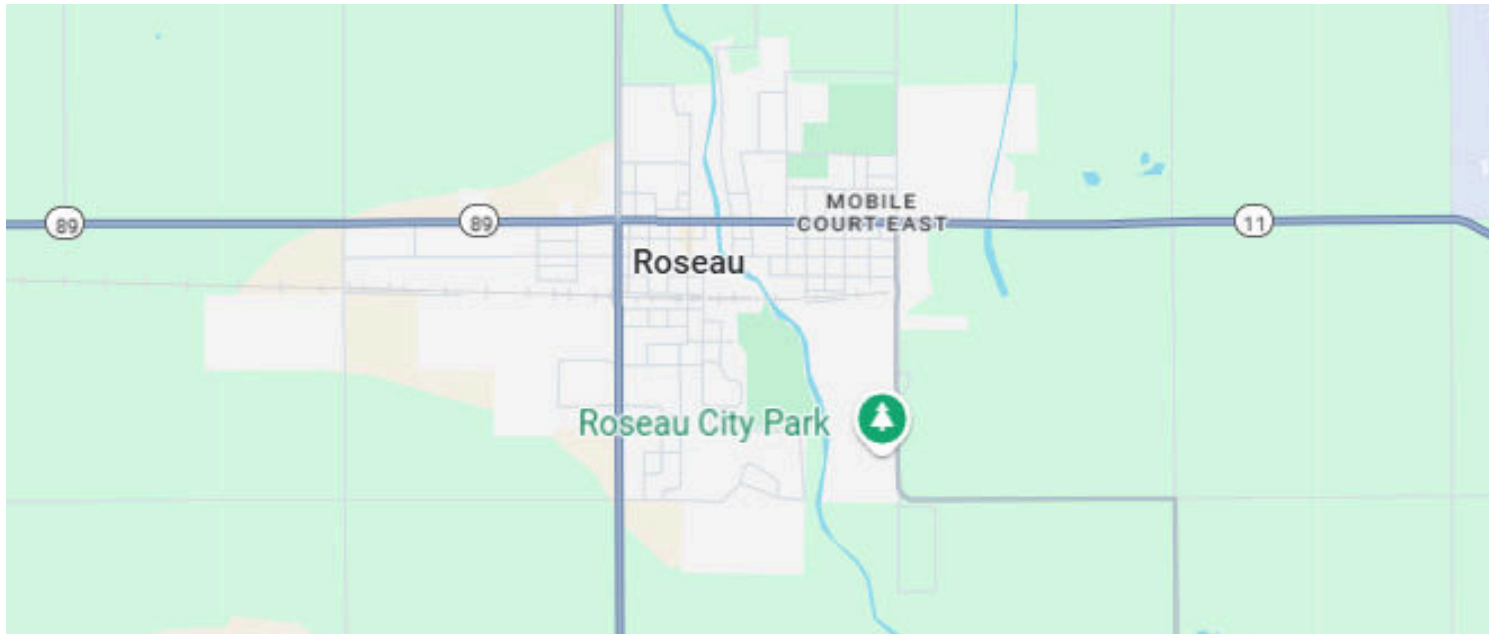
5 Warehouse

City	Industry	Position Title	Median Pay Rate
Fargo	Steel Manufacturing	Material Handler	\$18.00
Fargo	Supply Chain - Material Management	Receiving Material Handler	\$21.85
Fargo	Warehouse - Material Management	Steel Material Handler	\$20.38

6 Welding & Fabrication

City	Industry	Position Title	Median Pay Rate
Fargo	Repair & Maintenance - Welding	Fabricator	\$23.15
Fargo	Stone Manufacturing	Fabricator	\$22.00
Fargo	Repair & Maintenance - Welding	Welder	\$24.62
Fargo	Steel Manufacturing	Welder	\$24.50
Fargo	Repair & Maintenance - Welding	Welder - Traveling Field Installer	\$29.54
West Fargo	Repair & Maintenance - Welding	Custom Fabricator	\$27.16
West Fargo	Repair & Maintenance - Welding	MIG & TIG Welder	\$20.76
West Fargo	Repair & Maintenance - Welding	Rebar Fabricator	\$20.43
West Fargo	Heavy Equipment	Welder	\$21.63
West Fargo	Repair & Maintenance - Welding	Welder	\$23.74

Roseau Area



1 Assembly

City	Industry	Position Title	Median Pay Rate
Roseau	Manufacturing	Assembler	\$20.66
Roseau	Manufacturing - Assembly	Assembler	\$19.66

2 Industrial Painting

City	Industry	Position Title	Median Pay Rate
Roseau	Manufacturing - Painting	Painter II	\$21.63

3 Warehouse

City	Industry	Position Title	Median Pay Rate
Roseau	Manufacturing	Material Handler	\$21.73
Roseau	Supply Chain - Material Management	Material Handler	\$22.37

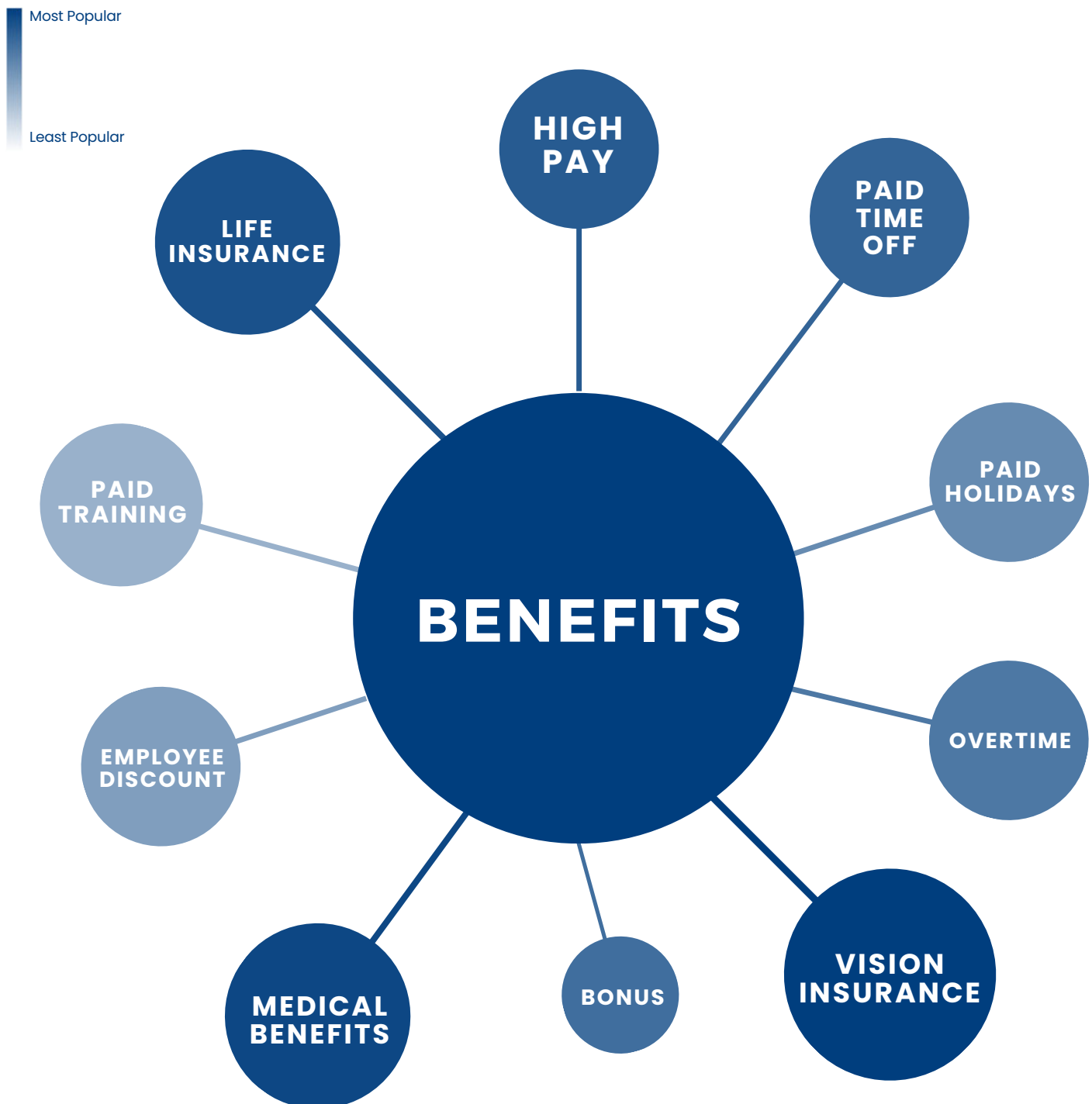
4 Welding & Fabrication

City	Industry	Position Title	Median Pay Rate
Roseau	Manufacturing	Welder	\$22.00
Roseau	Repair & Maintenance - Welding	Welder	\$21.87

Beyond the Pay

The Full Compensation Picture: Offering Comprehensive Benefits

Compensation extends beyond base pay. The importance of offering competitive benefits cannot be understated, as they play a crucial role in attracting and retaining top talent. Benefits, such as healthcare coverage and retirement plans, form the foundation of a comprehensive compensation package. Incentives, including performance-based bonuses, reward employees for their contributions. Perks, embedded in organizational culture, offer additional value—ranging from flexible working arrangements to on-site amenities. Together, these elements enhance your competitiveness in the job market. The infographic below emphasizes the popularity of advertised benefits and perks within the manufacturing job sector.



Our Sister Company

Dahl Consulting

It's the People.



At Dahl Consulting (DAHL), we believe people are our greatest asset, which is why we truly believe in our tagline "It's the People." We make it our mission to place the right people in the right seats at the right time.

DAHL offers affordable and scalable solutions to help businesses drive growth and success. We provide professional staffing services for Information Technology (IT), Accounting/Finance, and Business Professional roles. We also provide Managed Services Provider (MSP) programs and Vendor Management System (VMS) technology to provide impactful solutions to our valued partners.

4.85

**Average online
review rating**

80

**NPS Score
(Staffing Firm
Average = 18)**

40+

**Years of
Employment
Expertise**

91%

**Consultant
Retention Date**



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In this special edition of the Discover Doherty and DAHL magazine, you'll find essential tactics for building a strong employer reputation. This comprehensive guide shows how positive reviews, referral programs, a strong company culture, and effective brand promotion can drive your business hiring success.

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