



Wage & Benefits Guide

MINNEAPOLIS - ST. PAUL METRO 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 Minneapolis – St. Paul Metro Wage Guide

1 City	2 Industry	3 Position Title	4 Median Pay Rate
Burnsville	Clerical	Office Assistant	\$22.00
Oakdale	Account Management	Account Manager	\$19.00
St. Paul	Supply Chain – Warehousing	Forklift Operator	\$17.07
Woodbury	Repair and Maintenance	Maintenance Mechanic	\$35.00
Lakeville	Food Production	Production	\$17.50
Minneapolis	Manufacturing – Assembly	Mechanical Assembler	\$21.32
Mendota Heights	Commercial Laundry	Warehouse Worker	\$26.50

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.

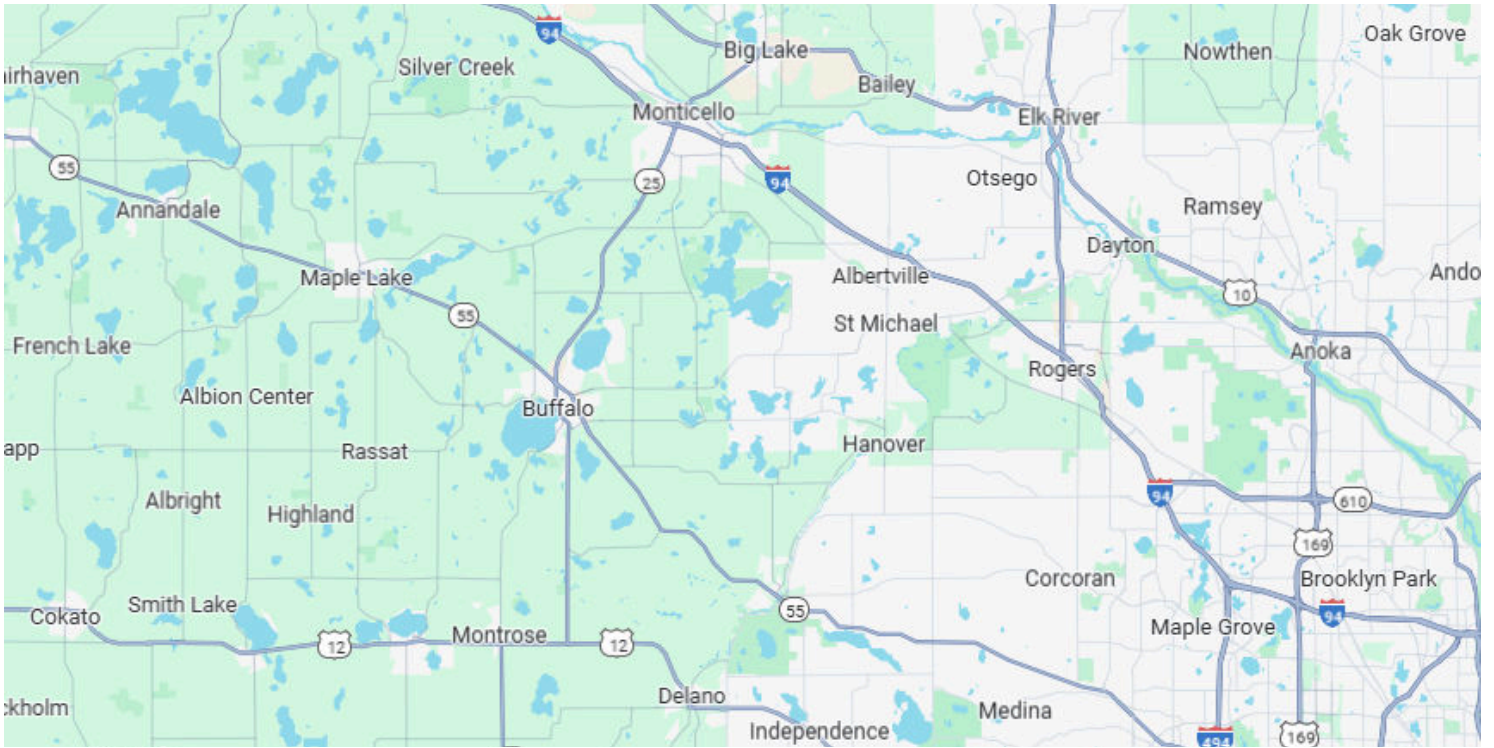
4 Median Pay Rate

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 Minneapolis – St. Paul Metro Area

- Administration
- Assembly
- Electrical
- Machine Operation
- Production
- Quality & Inspection
- Repair & Maintenance
- Warehouse
- Welding & Fabrication

North West Metro



1 Assembly

City	Industry	Position Title	Median Pay Rate
Anoka	Manufacturing - Assembly	Assembler	\$20.17
Anoka	Manufacturing - Assembly	Electrical Assembler	\$22.60
Anoka	Electrical Equipment, Appliances and Components	Electronics Assembler	\$19.00
Anoka	Manufacturing - Assembly	Mechanical Assembler	\$19.94
Anoka	Manufacturing - Assembly	Production Assembler	\$18.51
Brooklyn Park	Manufacturing - Assembly	Assembly Mechanic	\$23.85
Brooklyn Park	Manufacturing - Assembly	Mechanical Assembler	\$19.90
Brooklyn Park	Manufacturing - Assembly	Medical Assembler	\$20.03
Hamel	Manufacturing - Assembly	Assembler	\$20.71
Hamel	Electrical Equipment, Appliances and Components	Electrical Assembler	\$25.64
Hamel	Manufacturing - Assembly	Mechanical Assembler	\$20.63
Hamel	Electrical Equipment, Appliances and Components	Mechanical Assembler	\$25.64
Mounds View	Primary Metal, Fabricated Metal and Machinery	Assembler	\$18.50
Plymouth	Manufacturing - Assembly	Assembler	\$20.24
Plymouth	Medical Equipment	Assembler	\$19.00
Plymouth	Electrical Equipment, Appliances and Components	Assembler	\$17.37
Plymouth	Manufacturing - Assembly	Assembly Technician	\$22.69
Plymouth	Manufacturing - Assembly	Electronics Assembler	\$19.88
Plymouth	Manufacturing - Assembly	Mechanical Assembler	\$20.23
Plymouth	Manufacturing - Assembly	Production Assembler	\$19.88

2 Machine Operation

City	Industry	Position Title	Median Pay Rate
Brooklyn Center	Supply Chain - Warehousing	Forklift Operator	\$22.84
Brooklyn Center	Distributor - Construction	Forklift Operator	\$20.21
Brooklyn Center	Manufacturing - Machinist	Machinist	\$31.99
Brooklyn Center	Manufacturing - Machine Operating	Tube Laser Machine Operator	\$20.52
Brooklyn Park	Wood, Paper and Printing	Baler	\$21.00
Brooklyn Park	Manufacturing - Machine Operating	Machine Operator	\$22.84
Brooklyn Park	Wood, Paper and Printing	Machine Operator	\$18.75
Maple Grove	Supply Chain - Warehousing	Forklift Operator	\$18.50
Maple Grove	Food, Beverage and Tobacco	Forklift Operator	\$21.00
Maple Grove	Food, Beverage and Tobacco	Machine Assistant	\$21.00
Maple Grove	Manufacturing - Machine Operating	Machine Operator	\$19.62
Maple Grove	Manufacturing - Machine Operating	Press Assistant	\$22.68
Maple Grove	Food, Beverage and Tobacco	Press Assistant	\$21.00
Maple Grove	Manufacturing - Machine Operating	Press Operator	\$24.55
Maple Grove	Food, Beverage and Tobacco	Press Operator	\$26.50
Maple Grove	Manufacturing - Machine Operating	Punch Press Operator	\$19.49
Mounds View	Primary Metal, Fabricated Metal and Machinery	Laser Operator	\$19.50
Plymouth	Food, Beverage and Tobacco	Forklift Operator	\$19.48
Plymouth	Manufacturing - Machine Operating	Machine Operator	\$20.95
Plymouth	Medical Equipment	Machine Operator	\$19.68
Plymouth	Electrical Equipment, Appliances and Components	Machine Operator	\$19.75
Plymouth	Manufacturing - Machining	Milling Machinist	\$27.16
Plymouth	Food, Beverage and Tobacco	Press Operator	\$18.25
Rogers	Warehouse/Distribution	Forklift Operator	\$19.00

3 Production

City	Industry	Position Title	Median Pay Rate
Anoka	Manufacturing - General	Manufacturing Supervisor	\$35.06
Anoka	Electrical Equipment, Appliances and Components	Supervisor	\$43.00
Brooklyn Center	Manufacturing - Production	Production Technician	\$24.28
Brooklyn Center	Manufacturing - Production	Production Worker	\$17.79
Brooklyn Park	Manufacturing - Production	Production Operator	\$19.62
Osseo	Chemicals, Plastics and Rubber	Batch Mixer	\$21.00
Plymouth	Food, Beverage and Tobacco	Mixer	\$21.00
Plymouth	Medical Equipment	Mixer	\$24.00
Plymouth	Medical Equipment	Parts Room Attendant	\$19.00

4 Quality & Inspection

City	Industry	Position Title	Median Pay Rate
Maple Grove	Quality Assurance	Quality Assurance Technician	\$22.43
Maple Grove	Food, Beverage and Tobacco	Quality Technician	\$20.60
Maple Grove	Quality Assurance	Quality Technician	\$23.94
Osseo	Chemicals, Plastics and Rubber	Quality Control	\$24.00
Plymouth	Medical Equipment	Final Inspection Associate	\$19.00
Plymouth	Quality Assurance	Quality Inspector	\$23.62

5 Repair & Maintenance

City	Industry	Position Title	Median Pay Rate
Maple Grove	Repair and Maintenance - General	Maintenance Mechanic	\$28.55
Maple Grove	Food, Beverage and Tobacco	Maintenance Mechanic	\$31.40
Maple Grove	Repair and Maintenance - General	Maintenance Technician	\$25.74
Mounds View	Primary Metal, Fabricated Metal and Machinery	Flat Fixtures Associate	\$18.50

6 Warehouse

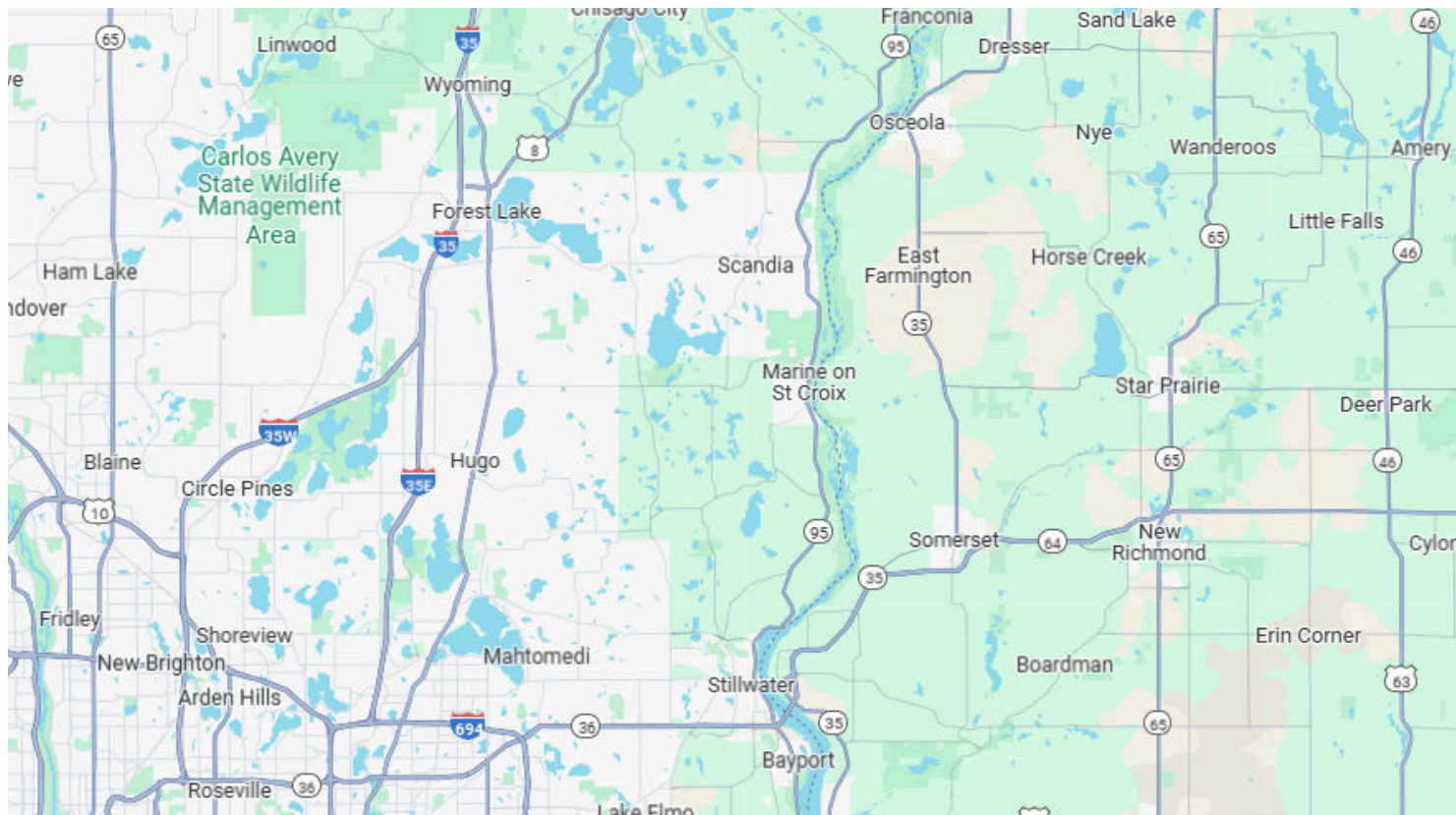
City	Industry	Position Title	Median Pay Rate
Anoka	Supply Chain - Material Management	Material Handler	\$20.17
Anoka	Electrical Equipment, Appliances and Components	Materials Coordinator	\$24.00
Anoka	Health Care Products	Order Picker	\$18.00
Anoka	Supply Chain - Material Management	Order Picker	\$19.71
Brooklyn Center	Supply Chain - Material Management	Material Handler	\$18.41
Brooklyn Center	Printing	Packager	\$15.00
Brooklyn Center	Supply Chain - Materials	Picker Packer	\$17.78
Brooklyn Center	Supply Chain - Distribution	Shipping & Receiving Clerk	\$18.57
Brooklyn Center	Supply Chain - Warehousing	Warehouse Associate	\$20.74
Brooklyn Park	Supply Chain - Warehousing	Material Handler	\$20.99
Brooklyn Park	Wood, Paper and Printing	Material Handler	\$20.50
Brooklyn Park	Supply Chain - Distribution	Order Picker	\$22.90
Brooklyn Park	Supply Chain - Distribution	Shipping & Receiving Clerk	\$19.62
Brooklyn Park	Warehouse/Distribution	Shipping Clerk	\$18.00
Brooklyn Park	Wood, Paper and Printing	Stacker	\$19.50
Brooklyn Park	Supply Chain - Warehousing	Warehouse Associate	\$20.03
Hamel	Supply Chain - Material Management	Material Handler	\$20.30
Hamel	Electrical Equipment, Appliances and Components	Material Handler	\$23.73
Maple Grove	Warehouse/Distribution	Kitting	\$18.00

City	Industry	Position Title	Median Pay Rate
Maple Grove	Food, Beverage and Tobacco	Shipping Associate	\$21.00
Maple Grove	Warehouse/Distribution	Shipping Clerk	\$22.30
Mounds View	Primary Metal, Fabricated Metal and Machinery	Delivery Coordinator	\$20.50
Osseo	Chemicals, Plastics and Rubber	Kitting Worker	\$18.00
Otsego	Transportation	Picker Packer	\$19.75
Plymouth	Supply Chain - Material Management	Material Handler	\$20.79
Plymouth	Medical Equipment	Material Handler	\$20.95
Plymouth	Electrical Equipment, Appliances and Components	Material Handler	\$19.75
Plymouth	Chemicals, Plastics and Rubber	Packager	\$18.00
Ramsey	Medical Equipment	Picker Packer	\$17.59
Ramsey	Electrical Equipment, Appliances and Components	Shipping Associate	\$17.59
Rogers	Warehouse/Distribution	Picking Worker	\$18.00

7 Welding & Fabrication

City	Industry	Position Title	Median Pay Rate
Anoka	Electrical Equipment, Appliances and Components	Fabricator	\$23.00
Anoka	Repair and Maintenance - Welding	Metal Fabricator	\$21.76
Anoka	Repair and Maintenance - Welding	Welder	\$23.20
Anoka	Repair and Maintenance - Welding	Welding Fabricator	\$22.12
Plymouth	Welding	Metal Fabricator	\$25.21
Plymouth	Welding	Metal Finisher	\$21.00
Plymouth	Medical Equipment	Metal Finisher	\$19.50

North East Metro



1 Assembly

City	Industry	Position Title	Median Pay Rate
Fridley	Medical Equipment	Assembler	\$18.75
Fridley	Electrical Equipment, Appliances and Components	Assembler	\$19.00
Fridley	Assembly	Electrical Assembler	\$20.38
Fridley	Assembly	Medical Assembler	\$21.79
New Brighton	Medical Equipment	Assembler	\$18.75
New Brighton	Assembly	Medical Assembler	\$20.12
Somerset	Medical Equipment	Assembler	\$17.50

2 Customer Service

City	Industry	Position Title	Median Pay Rate
Stillwater	Customer Service	Call Center Representative	\$26.13
Stillwater	Immunodiagnostics	Customer Service Rep	\$24.00
Stillwater	Customer Service	Customer Service Rep	\$16.55

3 Machine Operation

City	Industry	Position Title	Median Pay Rate
Blaine	Chemicals, Plastics and Rubber	CNC Lathe Set Up Worker	\$29.00
Blaine	Machine Operating	CNC Machinist	\$27.40
Blaine	Machine Shop	CNC Mill Set Up Worker	\$26.00
Blaine	Machine Operating	CNC Operator	\$24.45
Blaine	Machine Shop	CNC Turning Set Up Worker	\$26.00
Blaine	Machine Operating	Milling CNC Machinist	\$24.28
Circle Pines	Machine Operating	CNC Machinist	\$31.56
Circle Pines	Machine Operating	Machine Operator	\$20.07
Circle Pines	Maintenance - General	Manufacturing Operator	\$19.67
Circle Pines	Machine Operating	Molding Machine Technician	\$21.51
Circle Pines	Primary Metal, Fabricated Metal and Machinery	Punch Press Operator	\$24.47
Fridley	Primary Metal, Fabricated Metal and Machinery	Plating Associate	\$18.50
Stillwater	Wood, Paper and Printing	Machine Operator	\$22.00
Vadnais Heights	Machine Operating	CNC Machinist	\$30.77
Vadnais Heights	Chemicals, Plastics and Rubber	Machine Operator	\$25.54
Vadnais Heights	Machine Operating	Machine Operator	\$19.44
Vadnais Heights	Other	Tool Cleaner	\$17.00
Vadnais Heights	Other	Tool Fixturing	\$16.00
White Bear Lake	Machine Operating	CNC Lathe Machinist	\$30.05
White Bear Lake	Chemicals, Plastics and Rubber	Machine Operator	\$20.25
White Bear Lake	Machine Operating	Machine Operator	\$18.21
White Bear Lake	Machine Operating	Mill Machinist	\$28.25
White Bear Lake	Primary Metal, Fabricated Metal and Machinery	Press Brake Operator	\$30.00
White Bear Lake	Machine Operating	Press Machine Operator	\$21.50
White Bear Lake	Primary Metal, Fabricated Metal and Machinery	Turret Operator	\$28.00

4 Production

City	Industry	Position Title	Median Pay Rate
Blaine	Chemicals, Plastics and Rubber	Batch Mixer	\$22.00
Circle Pines	Production	Production Associate	\$21.44
Circle Pines	Production	Production Technician	\$20.94
New Brighton	Medical Equipment	Production Worker	\$18.75
New Richmond	Manufacturing - Production	Cable Splicer	\$23.99
New Richmond	Medical Equipment	Production Operator	\$20.00
New Richmond	Manufacturing - Production	Production Operator	\$23.19
New Richmond	Manufacturing - Production	Production Technician	\$18.18
Somerset	Production	Production Associate	\$22.75

City	Industry	Position Title	Median Pay Rate
Stillwater	Wood, Paper and Printing	Production Operator	\$18.00
Vadnais Heights	Chemicals, Plastics and Rubber	Production Operator	\$17.91
Vadnais Heights	Production	Production Supervisor	\$35.46

5 Quality & Inspection

City	Industry	Position Title	Median Pay Rate
Blaine	Quality Assurance	Quality Assurance Manager	\$47.53
Blaine	Machine Shop	Quality Inspector	\$23.00
Blaine	Quality Assurance	Quality Inspector	\$22.62
Blaine	Machine Shop	Quality Manager	\$43.27
Circle Pines	Quality Assurance	Quality Control Inspector	\$22.71
Circle Pines	Quality Assurance	Quality Inspector	\$32.36
Fridley	Electrical Equipment, Appliances and Components	Inspector	\$20.00
Fridley	Electrical Equipment, Appliances and Components	Quality Assurance	\$25.00
Fridley	Primary Metal, Fabricated Metal and Machinery	Quality Inspector	\$20.00
Fridley	Quality Assurance	Quality Inspector	\$24.65
Fridley	Electrical Equipment, Appliances and Components	Quality Technician	\$22.00

6 Repair & Maintenance

City	Industry	Position Title	Median Pay Rate
Arden Hills	Wood, Paper and Printing	Maintenance Technician	\$30.00
Arden Hills	Repair & Maintenance	Maintenance Technician	\$29.85
Circle Pines	Repair & Maintenance	Maintenance Technician	\$26.64
Fridley	Primary Metal, Fabricated Metal and Machinery	Masking Worker	\$18.00
New Brighton	Repair & Maintenance	Masker Technician	\$18.13
New Richmond	Food, Beverage and Tobacco	Maintenance Mechanic	\$23.70
New Richmond	Repair & Maintenance	Maintenance Technician	\$24.01
Vadnais Heights	Electrical Assembly	Machine Technician	\$25.00
Vadnais Heights	Repair & Maintenance	Machine Technician	\$23.98

7 Warehouse

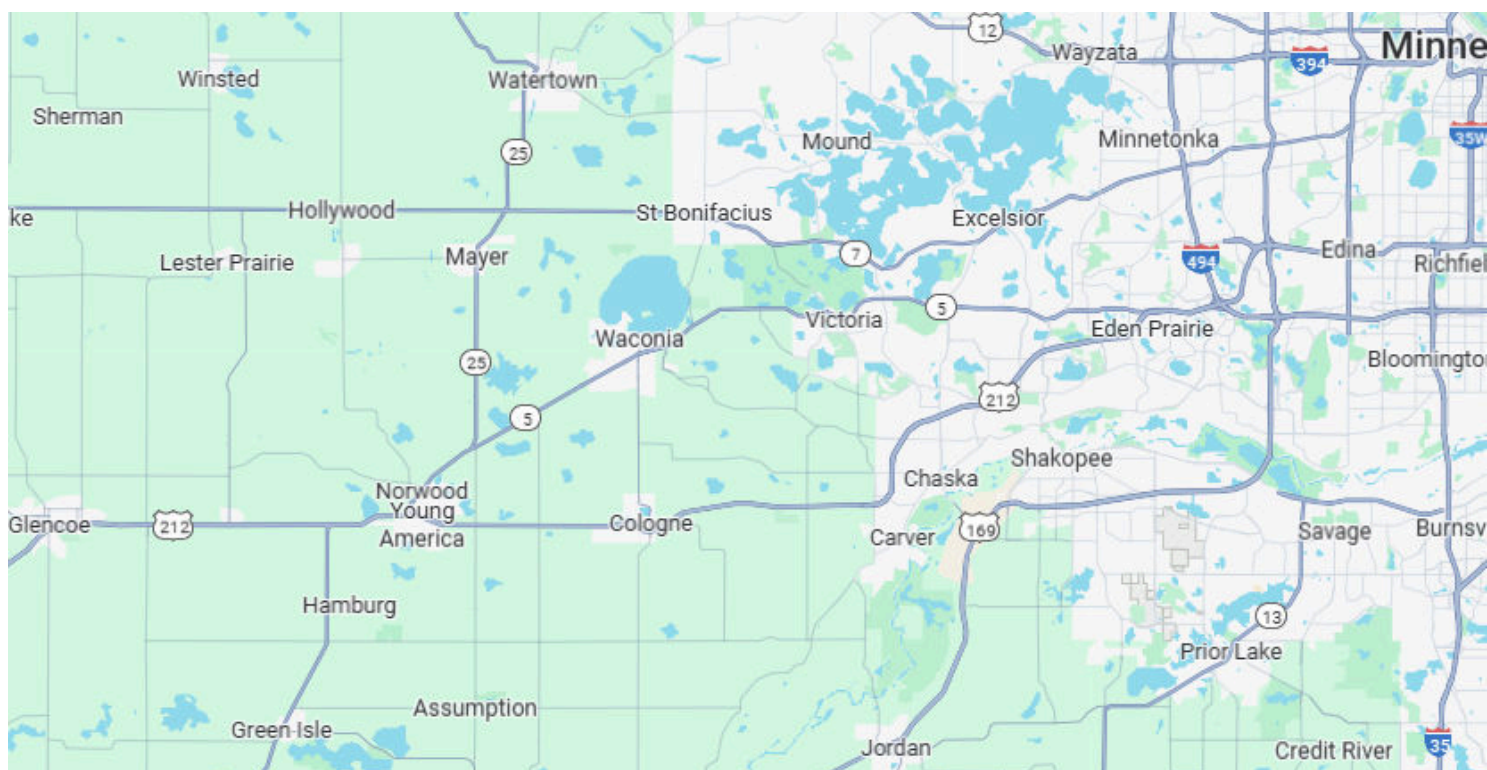
City	Industry	Position Title	Median Pay Rate
Blaine	Warehouse	Shipping and Receiving Clerk	\$21.18
Blaine	Chemicals, Plastics and Rubber	Shipping Clerk	\$22.00

City	Industry	Position Title	Median Pay Rate
Centerville	Other	Picker Packer	\$17.00
Fridley	Primary Metal, Fabricated Metal and Machinery	Material Handler	\$25.94
Fridley	Warehouse	Material Handler	\$19.89
Fridley	Warehouse	Package Handler	\$20.07
Fridley	Printing	Packager	\$18.00
Fridley	Primary Metal, Fabricated Metal and Machinery	Racker	\$18.50
Fridley	Primary Metal, Fabricated Metal and Machinery	Shipping Clerk	\$18.50
Fridley	Electrical Equipment, Appliances and Components	Shipping Clerk	\$20.00
Fridley	Warehouse	Shipping Clerk	\$17.13
Wyoming	Sheet Metal Fabrication	Material Handler	\$20.00
Wyoming	Warehouse	Material Handler	\$21.93

8 Welding & Fabrication

City	Industry	Position Title	Median Pay Rate
Circle Pines	Primary Metal, Fabricated Metal and Machinery	Die Setter	\$26.43
New Brighton	Machine Operating	Plater	\$21.11
Wyoming	Welding	TIG Welder	\$23.75
Wyoming	Sheet Metal Fabrication	Welder	\$30.00

South West Metro



1 Assembly

City	Industry	Position Title	Median Pay Rate
Bloomington	Hose and Pump Manufacturer	Assembler	\$19.00
Bloomington	Electrical Equipment, Appliances and Components	Assembly Technician	\$22.00
Bloomington	Manufacturing - Assembly	Assembly Technician	\$24.54
Bloomington	Manufacturing - Assembly	Electronics Assembler	\$20.63
Bloomington	Manufacturing - Assembly	Mechanical Assembler	\$21.31
Chanhassen	Manufacturing - Assembly	Assembler	\$21.22
Chanhassen	Electrical Equipment, Appliances and Components	Assembler	\$19.87
Chanhassen	Manufacturing - Assembly	Electrical Assembler	\$22.00
Chanhassen	Manufacturing - Assembly	Mechanical Assembler	\$24.67
Chanhassen	Manufacturing - Assembly	Production Assembler	\$19.52
Eden Prairie	Manufacturing - Assembly	Assembler	\$20.43
Eden Prairie	Manufacturing - Assembly	Assembly Technician	\$20.03
Eden Prairie	Electrical Equipment, Appliances and Components	Assembly Technician	\$22.00
Eden Prairie	Manufacturing - Assembly	Electronics Assembler	\$19.50
Eden Prairie	Manufacturing - Assembly	Mechanical Assembly Technician	\$24.61
Eden Prairie	Manufacturing - Assembly	Medical Assembler	\$22.89
Eden Prairie	Manufacturing - Assembly	Production Assembler	\$18.10
Savage	Manufacturing - Assembly	Assembler	\$19.05
Savage	Electrical Equipment, Appliances and Components	Assembler	\$17.85

2 Machine Operation

City	Industry	Position Title	Median Pay Rate
Bloomington	Repair & Maintenance - Equipment	Equipment Operator	\$24.15
Bloomington	Copper, Brass, Metal Machinery	Laser Operator	\$23.00
Bloomington	Manufacturing - Machine Operating	Machine Operator	\$21.86
Bloomington	Electrical Equipment, Appliances and Components	Manufacturing Operator	\$22.50
Bloomington	Transport Refrigeration & Heating	Operator	\$21.00
Eden Prairie	Manufacturing - Machine Operating	Machine Operator	\$21.22
Eden Prairie	Chemicals, Plastics and Rubber	Machine Operator	\$20.50
Eden Prairie	Manufacturing - Machine Operating	Print Set-Up & Operator	\$19.23
Edina	Manufacturing - Machining	Machine Operator	\$25.18
Edina	Chemicals, Plastics and Rubber	Machine Operator	\$19.26
Edina	Chemicals, Plastics and Rubber	Press Operator	\$27.50
Minnnetonka	Manufacturing - Machine Operating	Extrusion Machine Operator	\$25.16
Minnnetonka	Printing	Print Operator	\$18.00
Savage	Manufacturing - Machine Operating	Machine Operator	\$20.82
Shakopee	Manufacturing - Machine Operating	Machine Operator	\$24.70

3 Production

City	Industry	Position Title	Median Pay Rate
Bloomington	Copper, Brass, Metal Machinery	General Laborer	\$21.00
Bloomington	Administration, Facilities & Secretarial	General Laborer	\$22.83
Bloomington	Aerospace	Production Worker	\$23.50
Bloomington	Foundry	Production Associate	\$22.13
Bloomington	Manufacturing - Production	Production Worker	\$19.24
Chanhasen	Direct Mailing	Production Operator	\$19.50
Chanhasen	Manufacturing - Production	Production Operator	\$19.56
Eden Prairie	Food Production	Food Production Worker	\$19.25
Eden Prairie	Medical Equipment	Production Worker	\$19.50
Eden Prairie	Food Production	Food Production Lead	\$22.85
Eden Prairie	Manufacturing - Production	Production Supervisor	\$36.99
Eden Prairie	Manufacturing - Production	Production Team Lead	\$27.88
Eden Prairie	Manufacturing - Production	Production Worker	\$19.13
Hopkins	Wood, Paper and Printing	Production Associate	\$18.00
Hopkins	Manufacturing - Production	Production Assistant	\$18.82
Hopkins	Manufacturing - Production	Production Operator	\$21.56
Minnnetonka	Chemical Compounding	Production Worker	\$20.00

City	Industry	Position Title	Median Pay Rate
Minnetonka	Computer and Electronics	Production Worker	\$20.50
Minnetonka	Manufacturing - Production	Production Associate	\$18.50
Minnetonka	Computer and Electronics	Production for Circuit Boards	\$20.00
Minnetonka	Manufacturing - Production	Production Operator	\$20.41
Shakopee	Glass Manufacturing	General Laborer	\$22.00
Shakopee	Manufacturing - General	General Laborer	\$20.15
Shakopee	Wood, Paper and Printing	Production Worker	\$20.00
Shakopee	Manufacturing - Production	Production Associate	\$19.89
Shakopee	Manufacturing - Production	Production Operator	\$22.66

4 Quality & Inspection

City	Industry	Position Title	Median Pay Rate
Bloomington	Foundry	Quality Technician	\$24.00
Bloomington	Quality Assurance	Quality Technician	\$24.26
Minnetonka	Medical Equipment	Quality Control Technician	\$25.00
Minnetonka	Quality Assurance	Quality Technician	\$27.58

5 Repair & Maintenance

City	Industry	Position Title	Median Pay Rate
Bloomington	Foundry	Maintenance Technician	\$33.00
Bloomington	General Repair & Maintenance	Maintenance Technician	\$30.30
Chanhausen	General Maintenance	HVAC Maintenance Mechanic	\$32.55
Chanhausen	General Maintenance	Maintenance Technician	\$25.61
Chanhausen	Wood, Paper and Printing	Maintenance Technician	\$30.00
Edina	Repair and Maintenance - General	HVAC Maintenance Technician	\$27.16
Edina	Repair and Maintenance - General	Maintenance Technician	\$30.74
Edina	Chemicals, Plastics and Rubber	Maintenance Technician	\$32.00
Hopkins	Repair and Maintenance - General	Maintenance Technician	\$32.31
Hopkins	Wood, Paper and Printing	Maintenance Technician	\$29.00
Minnetonka	Computer and Electronics	Chemical Maintenance Worker	\$21.00

6 Warehouse

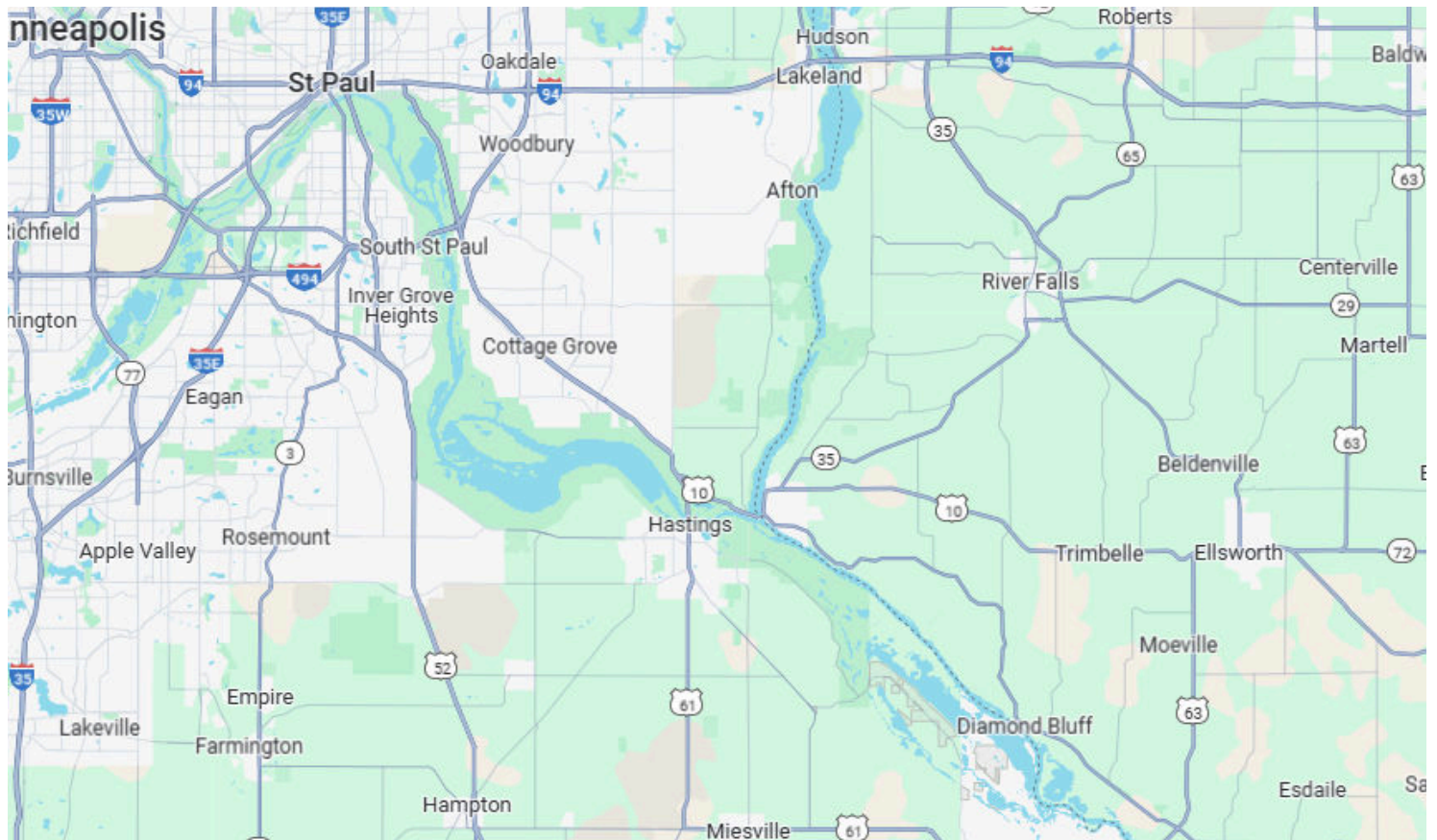
City	Industry	Position Title	Median Pay Rate
Bloomington	Supply Chain - Material Management	Material Coordinator	\$26.15
Bloomington	HVAC Equipment	Material Handler	\$22.00

City	Industry	Position Title	Median Pay Rate
Bloomington	Electrical Equipment, Appliances and Components	Material Handler	\$20.00
Bloomington	Supply Chain - Material Management	Material Handler	\$22.56
Bloomington	Transport Refrigeration & Heating	Packer	\$19.25
Bloomington	Supply Chain - Warehousing	Packer	\$18.00
Bloomington	Construction Supplies	Shipping Clerk	\$24.00
Bloomington	Supply Chain - Distribution	Shipping & Receiving Clerk	\$20.63
Bloomington	Supply Chain - Distribution	Shipping Clerk	\$18.43
Bloomington	Warehouse/Distribution	Warehouse Associate	\$20.00
Bloomington	Electrical Equipment, Appliances and Components	Warehouse Associate	\$22.00
Bloomington	Supply Chain - Warehousing	Warehouse Associate	\$18.47
Bloomington	Packaging	Warehouse Package Handler	\$16.69
Chanhassen	Supply Chain - Material Management	Material Handler	\$22.01
Eden Prairie	Manufacturing - Inventory	Inventory Control Clerk	\$23.85
Eden Prairie	Printing	Returns/Pick/Pack Clerk	\$18.00
Eden Prairie	Food Production	Warehouse Associate	\$20.00
Eden Prairie	Electrical Assembly	Warehouse Associate	\$18.50
Eden Prairie	Supply Chain - Warehousing	Warehouse Associate	\$19.24
Shakopee	Supply Chain - Material Management	Order Picker	\$19.69
Shakopee	Retail Distribution	Picker Packer	\$17.50
Shakopee	Supply Chain - Warehousing	Warehouse Associate	\$21.94
Shakopee	Supply Chain - Warehousing	Warehouse Lead	\$23.22

7 Welding & Fabrication

City	Industry	Position Title	Median Pay Rate
Bloomington	Welding	Sheet Metal Fabricator	\$20.23

South East Metro



1 Administration

City	Industry	Position Title	Median Pay Rate
Burnsville	Clerical	Office Assistant	\$22.00
Burnsville	Administrative - Office Support	Office Assistant	\$21.43
Cottage Grove	Warehouse/Distribution	Accounts Payable Clerk	\$18.00
Oakdale	Other	Account Manager	\$19.00

2 Assembly

City	Industry	Position Title	Median Pay Rate
Minneapolis	Manufacturing - Assembly	Electronic Assembler	\$25.32
Minneapolis	Manufacturing - Assembly	Mechanical Assembler	\$21.32
Minneapolis	Medical Equipment	Medical Assembler	\$19.50
Minneapolis	Manufacturing - Assembly	Medical Assembler	\$19.57

3 Electrical

City	Industry	Position Title	Median Pay Rate
Burnsville	Electrical Engineering	Electrical Engineer	\$43.66
Burnsville	Electrical Engineering	Entry-level Electrician	\$18.09
Burnsville	Metrology	Metrologist	\$30.00

4 Machine Operation

City	Industry	Position Title	Median Pay Rate
Burnsville	Electrical Equipment, Appliances and Components	Surface Mounter	\$18.00
Cottage Grove	Other	Machine Operator	\$26.00
Cottage Grove	Other	Machine Operator	\$19.86
Cottage Grove	Manufacturing - Machine Operating	Machine Operator	\$20.47
Oakdale	Chemicals, Plastics and Rubber	Machine Operator	\$20.00
Oakdale	Manufacturing - Machine Operating	PVA Machine Operator	\$18.51
Oakdale	Manufacturing - Machine Operating	SMT Machine Operator	\$17.97
Prescott	Primary Metal, Fabricated Metal and Machinery	Machine Operator	\$20.00
Prescott	Primary Metal, Fabricated Metal and Machinery	Machine Tender	\$28.00
Prescott	Manufacturing - Machine Operating	Machine Operator	\$17.79
Prescott	Manufacturing - Machine Operating	Printing Machine Operator	\$19.43
Rosemount	Manufacturing - Machine Operating	Machine Operator	\$20.89
Rosemount	Chemicals, Plastics and Rubber	Machine Operator	\$26.37
Roseville	Manufacturing - Machine Operating	Machine Operator	\$20.22
St. Paul	Supply Chain - Warehousing	Forklift Operator	\$17.07
St. Paul	Food, Beverage and Tobacco	Forklift Operator	\$19.70
St. Paul	Manufacturing - Machine Operating	Machine Operator	\$21.61
St. Paul	Primary Metal, Fabricated Metal and Machinery	Machine Operator	\$24.00
Woodbury	Food, Beverage and Tobacco	Forklift Operator	\$20.00
Woodbury	Manufacturing - Machine Operating	Machine Operator	\$18.56
Woodbury	Sheet Metal Fabrication	Machine Operator	\$22.00

5 Production

City	Industry	Position Title	Median Pay Rate
Burnsville	Manufacturing - Production	General Production Worker	\$19.64
Burnsville	Food Production	Food Production Worker	\$17.25
Burnsville	Manufacturing - Production	Production Mixer	\$22.36
Lakeville	Food Production	Food Production Worker	\$22.93
Lakeville	Manufacturing - Production	Production Associate	\$21.38
Lakeville	Manufacturing - Production	Production Worker	\$20.95

Rosemount	Chemicals, Plastics and Rubber	General Laborer	\$21.67
Rosemount	Other	General Laborer	\$20.64
Roseville	Primary Metal, Fabricated Metal and Machinery	Operator	\$20.00

6 Quality & Inspection

City	Industry	Position Title	Median Pay Rate
Burnsville	Electrical Equipment, Appliances and Components	Inspector	\$18.00
Burnsville	Quality Assurance	Quality Control Inspector	\$24.78
Burnsville	Quality Assurance	Quality Inspector	\$23.55

7 Repair & Maintenance

City	Industry	Position Title	Median Pay Rate
Cottage Grove	Repair & Maintenance - General	Maintenance Technician	\$28.59
Cottage Grove	Other	Technician	\$26.00
St. Paul	Repair & Maintenance - General	Maintenance Mechanic	\$29.96
St. Paul	Food, Beverage and Tobacco	Maintenance Mechanic	\$31.00
Woodbury	Sheet Metal Fabrication	Body Technician/Assembler	\$22.00
Woodbury	Primary Metal, Fabricated Metal and Machinery	Maintenance Worker	\$30.00
Woodbury	Repair & Maintenance - General	Maintenance Mechanic	\$35.00

8 Warehouse

City	Industry	Position Title	Median Pay Rate
Mendota Heights	Supply Chain - Warehousing	Warehouse Associate	\$20.88
Mendota Heights	Commercial Laundry	Warehouse Worker	\$26.50
Oakdale	Warehouse/Distribution	Material Handler	\$20.00
Oakdale	Supply Chain - Material Management	Material Handler	\$21.05
Woodbury	Warehouse/Distribution	Warehouse Associate	\$20.00
Woodbury	Supply Chain Warehousing	Warehouse Associate	\$22.33

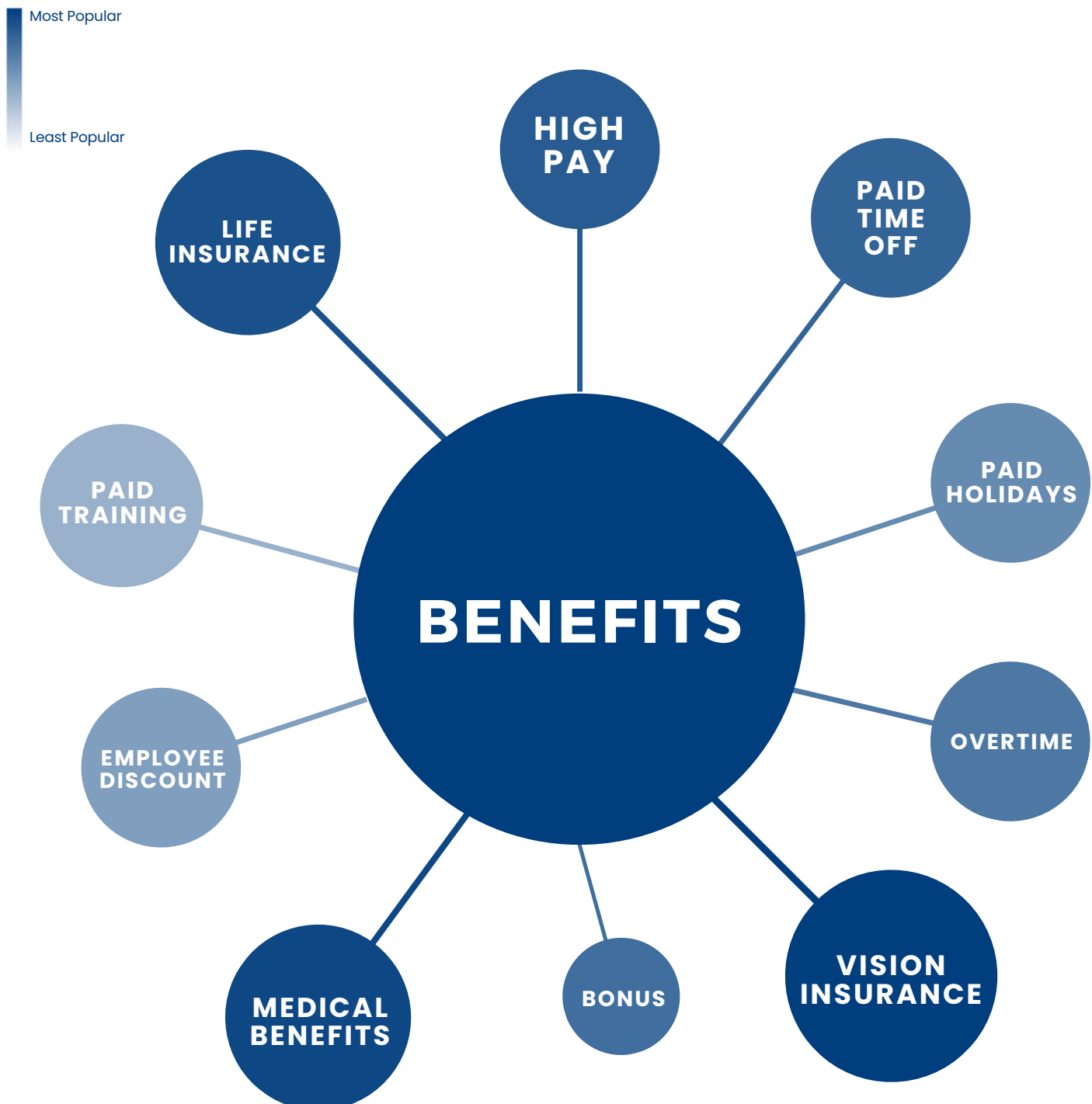
8 Welding & Fabrication

City	Industry	Position Title	Median Pay Rate
Burnsville	Electrical Equipment, Appliances and Components	Soldering Associate	\$18.00
St. Paul	Other	Fabricator	\$21.68
St. Paul	Other	Fabricator	\$23.00

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.



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