



Wage & Benefits Guide

MANUFACTURING JOBS IN
SOUTHERN MINNESOTA

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 Southern Minnesota and Northern Iowa 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.

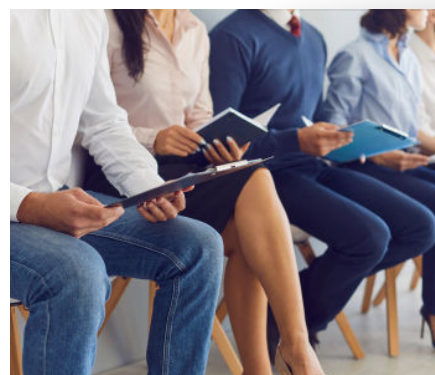


Temp-to-Hire for Talent Trials

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 Southern Minnesota Wage Guide

1

2

3

Job Title	Median Hourly Pay Rate	Average Days Listed
Assembly Line Worker	\$19.25	21
Electronics Assembler	\$21.40	5
Production Assembler	\$18.18	9
Assembly Line Worker/Line Worker	\$19.95	22
Assembly Paint Prep	\$21.00	21
Final Assembly	\$19.00	18
Temporary Assembler	\$23.98	3

1 Job Title

The Job 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.

2 Median Hourly Pay Rate

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

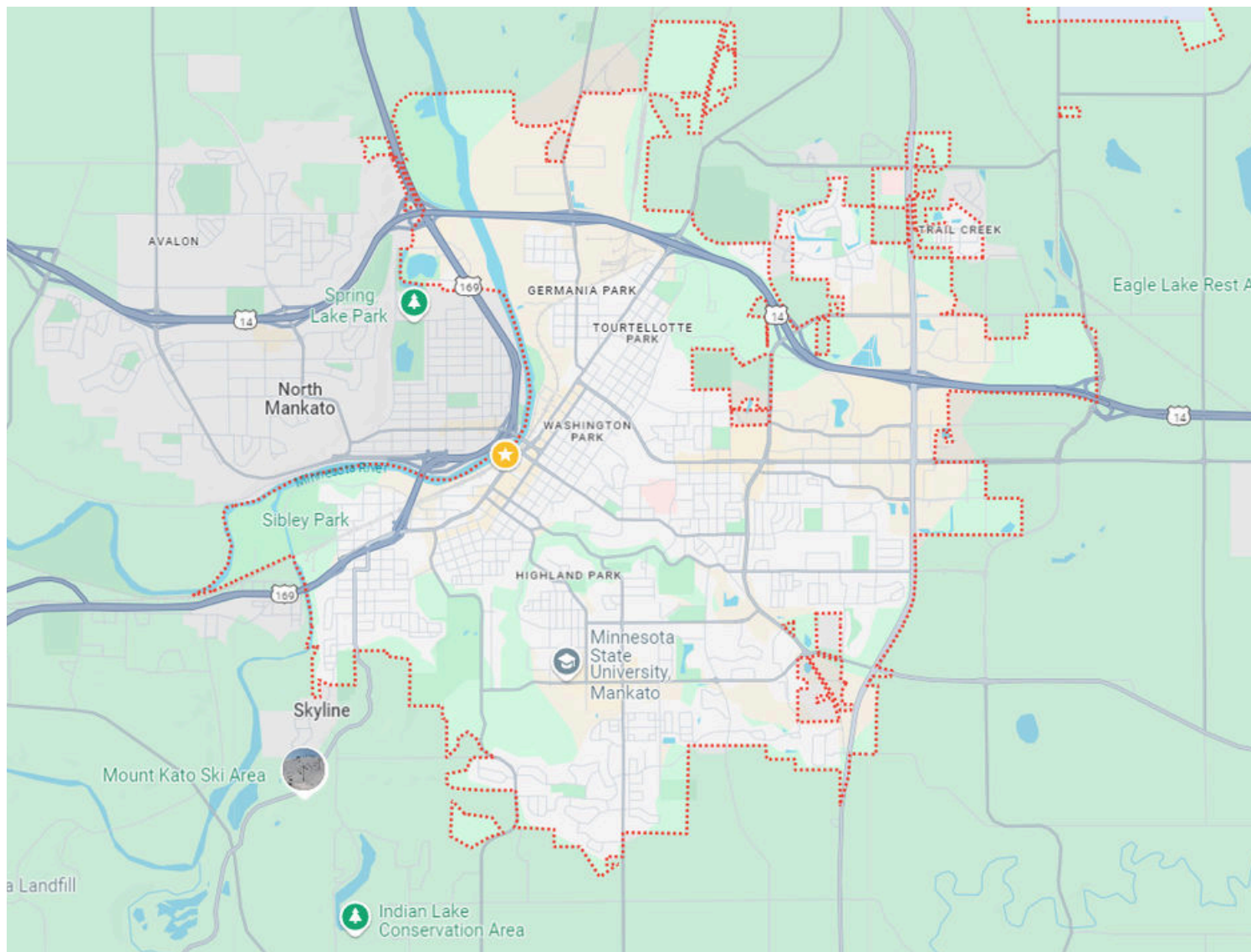
3 Average Listing Duration (Days)

The Average Listing Duration is representative of the number of days that each positions was posted, from initial post date to the day that the posting was filed and subsequently removed.

Manufacturing Job Categories in Southern Minnesota

- Assembly
- Production
- Engineering
- Machine Operation
- Painting

Mankato Regional Area



1 Assembly

Job Title	Median Hourly Pay Rate	Average Days Listed
Assembly Line Worker	\$19.25	21
Electronics Assembler	\$21.40	5
Production Assembler	\$18.18	9
Assembly Line Worker/Line Worker	\$19.95	22
Assembly Paint Prep	\$21.00	21
Final Assembly	\$19.00	18
Temporary Assembler	\$23.98	3

2 Production

Job Title	Median Hourly Pay Rate	Average Days Listed
Production Assistant	\$18.34	18
Production Associate	\$21.39	30
Production Manager	\$27.16	33
Production Staff	\$20.31	20
Production Supervisor	\$31.61	31
Production Support	\$18.93	21
Production Team Leader	\$21.19	34
Production Team Member	\$24.88	21
Production Technician	\$19.98	15
Food Production Worker	\$16.00	4
Production Data Representative	\$19.00	28
Production Hauler	\$20.50	26

3 Engineering

Job Title	Median Hourly Pay Rate	Average Days Listed
Manufacturing Engineer	\$39.90	33
Manufacturing Engineering Manager	\$48.88	4
Senior Manufacturing Engineer	\$49.87	25
Electrical Engineer	\$66.10	29
Electrical Design Engineer	\$68.51	19
Engineering Assistant	\$28.58	63
Mechanical Engineer	\$40.22	47

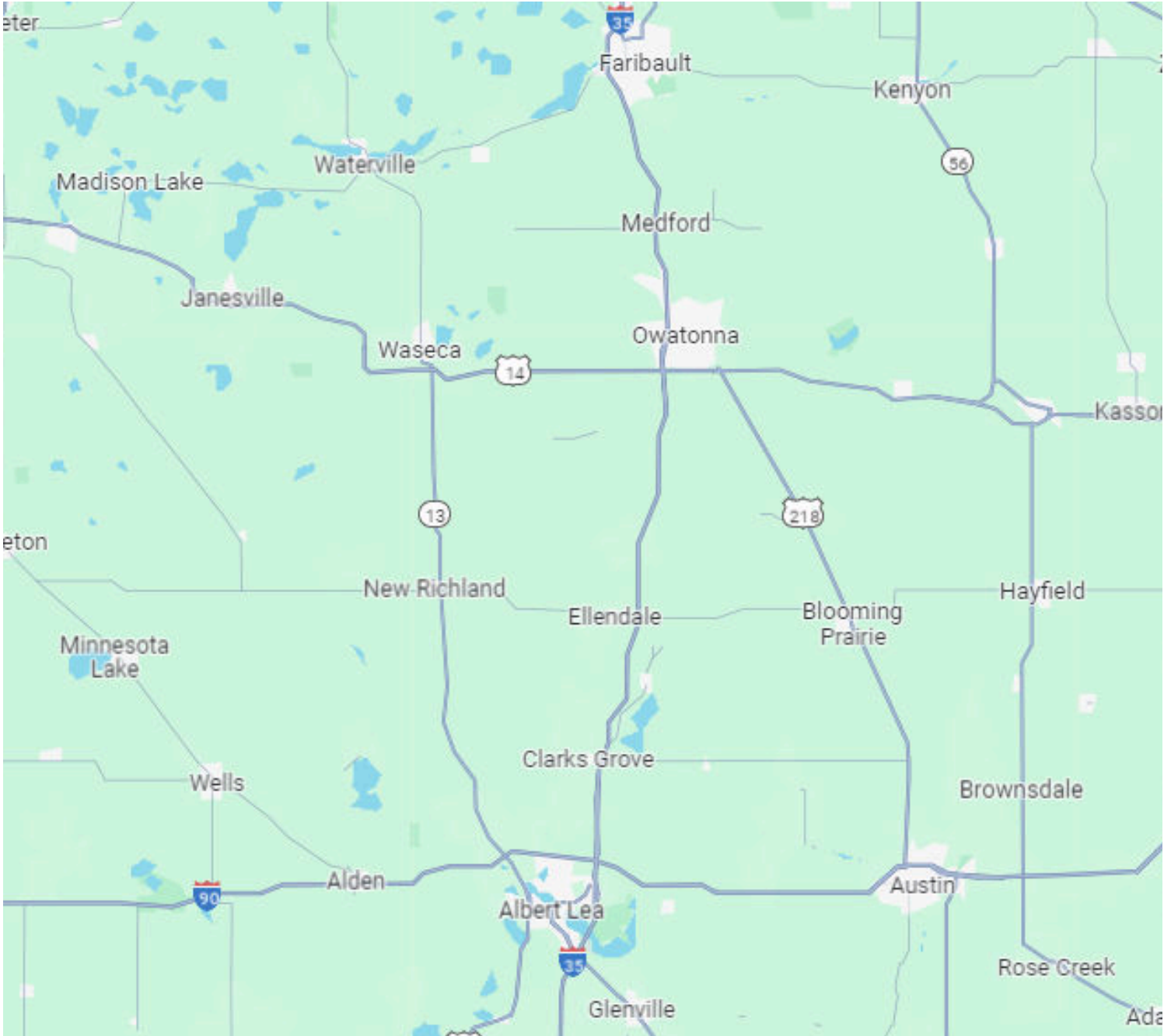
4 Machine Operation

Job Title	Median Hourly Pay Rate	Average Days Listed
Machine Operator	\$20.67	18
Machinist	\$28.61	12
Extruder Operator	\$22.93	40
Feed Mill Operator	\$21.38	60
Line Operator	\$18.96	3

5 Painting

Job Title	Median Hourly Pay Rate	Average Days Listed
Industrial Painter	\$22.84	7
Painter	\$20.41	23
Paint Prep Associate	\$20.50	39
Top Coat Painter	\$23.00	38

Albert Lea, Faribault & Owatonna Areas



1 Assembly

Job Title	Median Hourly Pay Rate	Average Days Listed
Mechanical Assembler	\$17.64	6
Production Assembler	\$19.95	3
Assembly Line Worker/Line Worker	\$23.56	13
Cable Assembler	\$21.41	11

2 Production

Job Title	Median Hourly Pay Rate	Average Days Listed
Production Assembler	\$19.95	3
Production Associate	\$18.51	24
Production Manager	\$33.71	24
Production Staff	\$20.65	23
Production Supervisor	\$32.93	23
Production Team Leader	\$40.61	31
Production Team Member	\$18.78	5
Production Technician	\$19.95	14
Packaging Production Lead	\$19.50	13

3 Engineering

Job Title	Median Hourly Pay Rate	Average Days Listed
Manufacturing Engineer	\$41.59	31
Mechanical Engineer	\$38.24	22
Industrial Engineer	\$44.47	39
Electrical Engineer	\$43.27	67

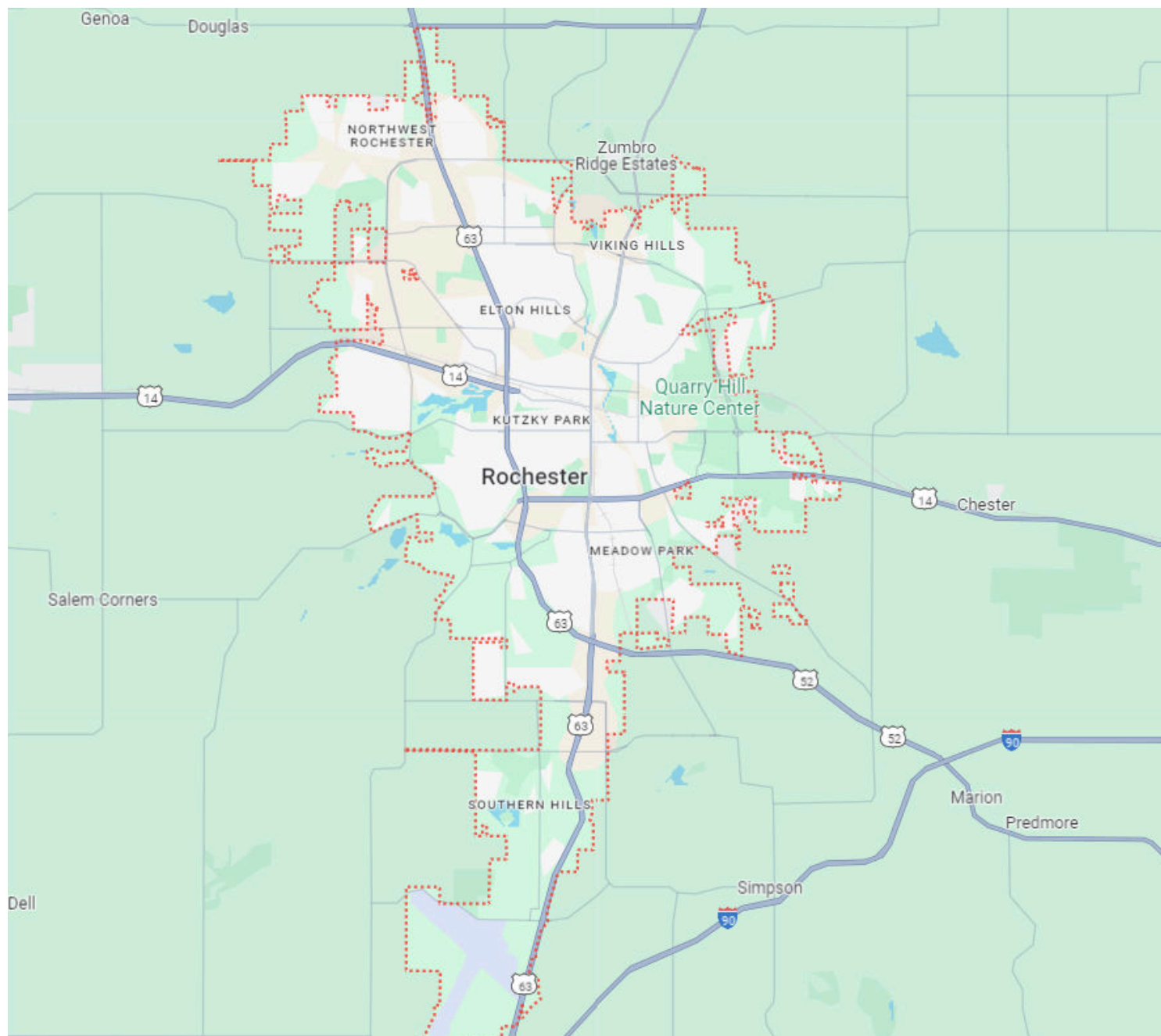
4 Machine Operation

Job Title	Median Hourly Pay Rate	Average Days Listed
Machine Operator	\$20.00	19
Printing Machine Operator	\$21.75	12
Machinist	\$28.25	47
Forklift Operator	\$21.16	33
Forming Operator	\$18.00	23
Waterjet Operator	\$20.50	34

5 Painting

Job Title	Median Hourly Pay Rate	Average Days Listed
Painter	\$19.95	11
Powder Coat Painter	\$20.00	17

Rochester Regional Area



1 Assembly

Job Title	Median Hourly Pay Rate	Average Days Listed
Assembly Line Worker/Line Worker	\$19.19	20
Cable Assembler	\$21.41	11
Mechanical Assembler	\$20.55	16
Assembly Technician	\$18.51	8

2 Production

Job Title	Median Hourly Pay Rate	Average Days Listed
Production Assistant	\$16.67	21
Production Associate	\$19.56	26
Production Manager	\$37.36	28
Production Staff	\$18.96	25
Production Supervisor	\$34.44	21
Production Team Leader	\$22.84	29
Production Team Member	\$18.51	19
Packaging Production Lead	\$19.50	13

3 Engineering

Job Title	Median Hourly Pay Rate	Average Days Listed
Electrical Engineer	\$54.57	52
Industrial Engineer	\$44.47	39
Manufacturing Engineer	\$40.22	20
Mechanical Engineer	\$51.64	8
Principal Engineer	\$49.28	33

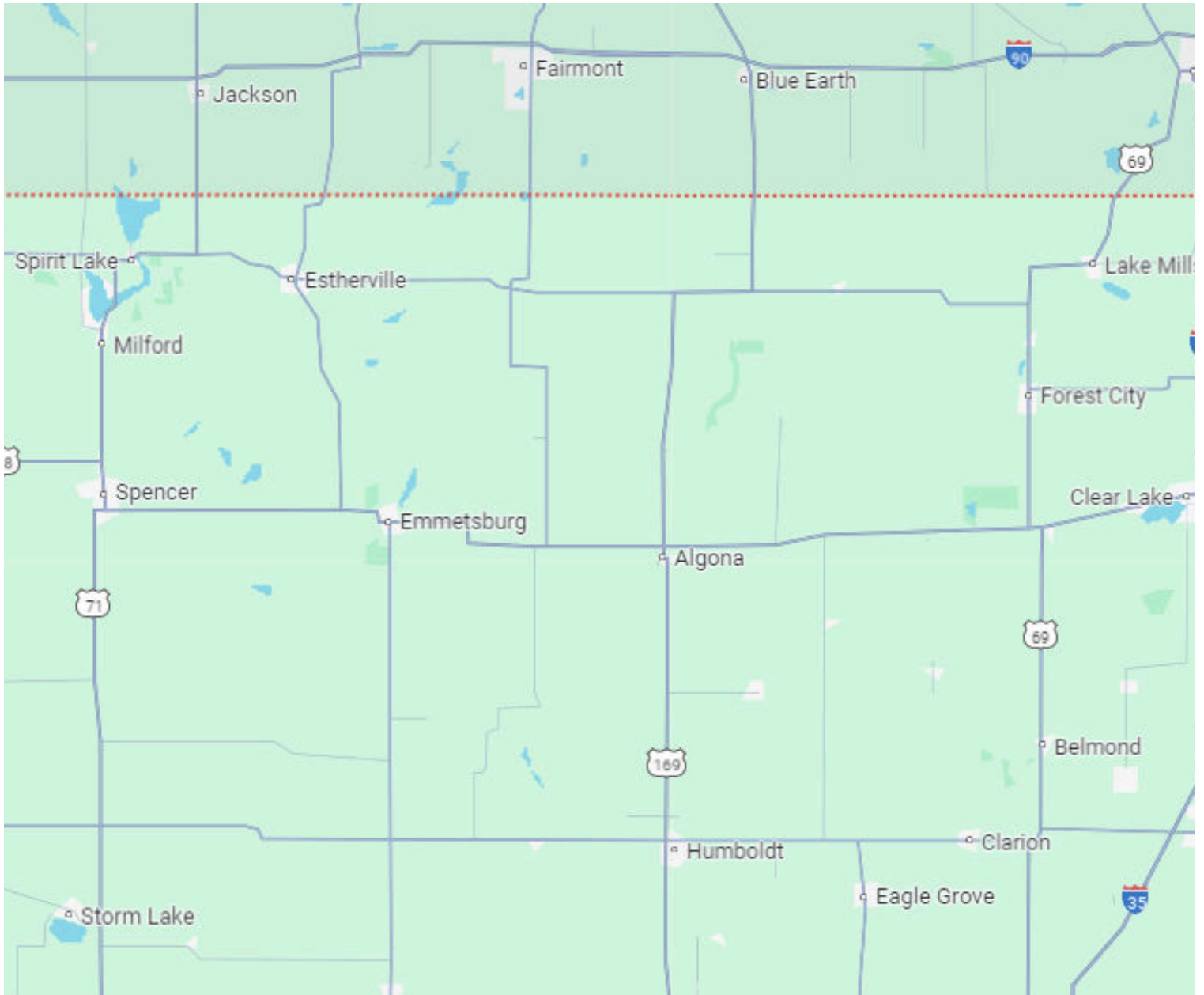
4 Machine Operation

Job Title	Median Hourly Pay Rate	Average Days Listed
Machine Operator	\$20.00	29
Manufacturing Operator	\$19.83	15
Machinist	\$23.06	9
Forklift Operator	\$21.16	33
Forming Operator	\$18.00	23
Waterjet Operator	\$20.50	34

5 Painting

Job Title	Median Hourly Pay Rate	Average Days Listed
Painter	\$24.28	14
Powder Coat Painter	\$20.00	17

Iowa Lakes Regional Area



1 Assembly

Job Title	Median Hourly Pay Rate	Average Days Listed
Assembly Line Worker/Line Worker	\$19.59	15
Assembly Technician	\$17.51	27

2 Production

Job Title	Median Hourly Pay Rate	Average Days Listed
Production Associate	\$20.73	20
Production Manager	\$23.26	26
Production Staff	\$19.95	11
Production Supervisor	\$34.95	49
Production Team Member	\$18.51	14
Production Technician	\$17.07	21

3 Engineering

Job Title	Median Hourly Pay Rate	Average Days Listed
Industrial Engineer	\$44.47	39
Manufacturing Engineer	\$40.21	20
Mechanical Engineer	\$51.64	8
Principal Engineer	\$49.36	33

4 Machine Operation

Job Title	Median Hourly Pay Rate	Average Days Listed
Machine Operator	\$18.57	14
Machinist	\$20.31	30

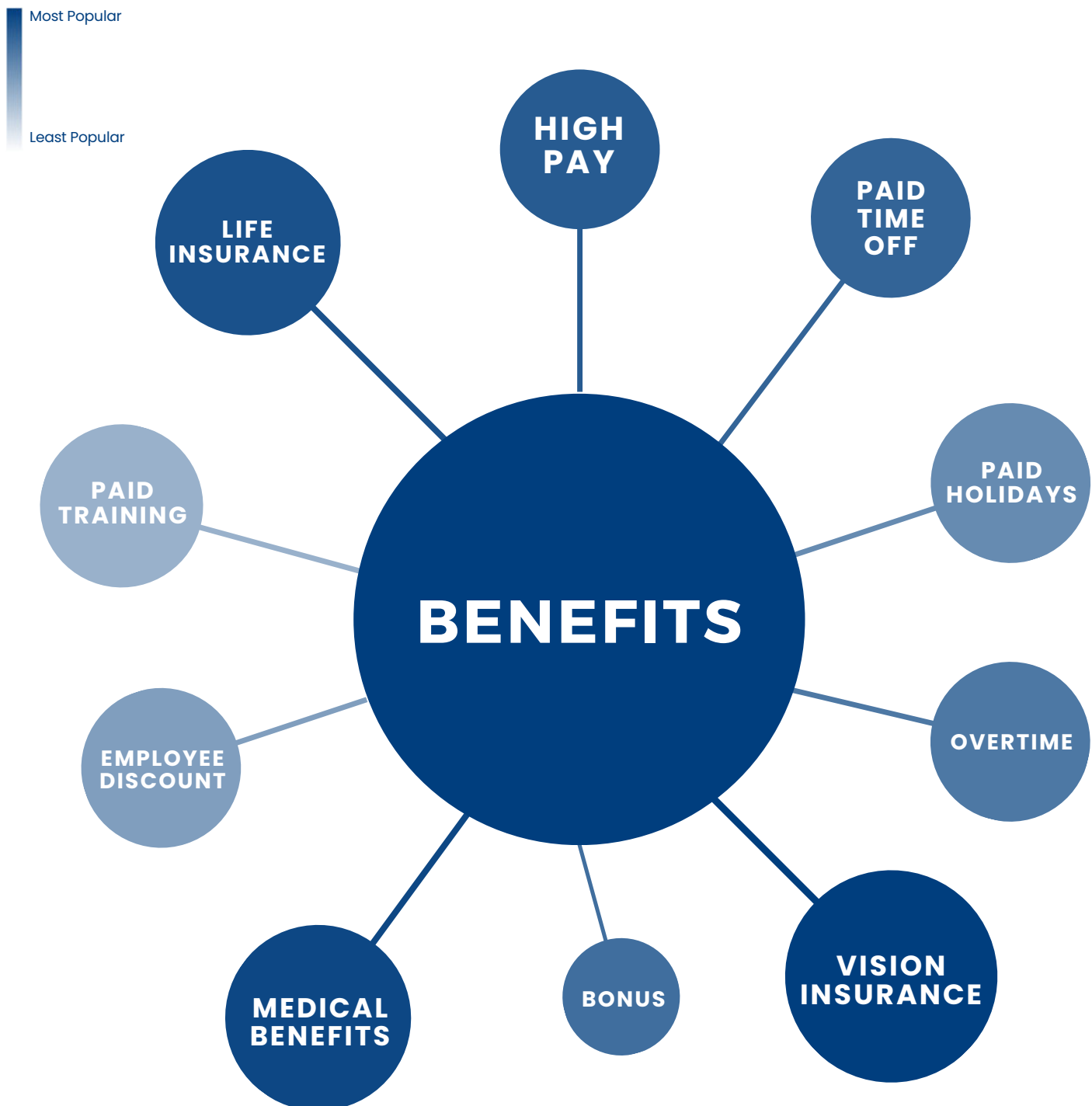
5 Painting

Job Title	Median Hourly Pay Rate	Average Days Listed
Paint Technician	\$20.85	48
Painter	\$20.51	10

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 magazine, learn all you need to know about on-site workforce management programs! This complete guide will help you discover how on-site or vendor-on-premise staffing solutions work, the benefits they provide, and how you can choose the best model and partner for your manufacturing facility.

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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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