

IPC MARKET RESEARCH

2017 Wage Rate and Salary Study for the North American Electronics Assembly Industry

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Strengthening & Advancing Electronics Manufacturing Globally



2017 Wage Rate & Salary Study for the North American Electronics Assembly Industry

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ABOUT THE REPORT

Purpose

The 2017 wage rate and salary survey for electronics assembly companies in North America was conducted by IPC to provide comprehensive, accurate and timely data on industry wage rates, salaries and benefits to electronics manufacturing services (EMS) companies and original equipment manufacturers (OEMs). The study is conducted every two years.

Methodology

The survey was conducted in August and September of 2017 through IPC's secure and confidential online survey system. A total of 49 companies submitted valid surveys, with data covering 63 facilities in the USA and Canada. All data received was carefully reviewed and outliers were either confirmed or deleted prior to tabulation and analysis. The survey questionnaire is included in the Appendices of this report.

Forty positions were covered in the survey, including 25 non-exempt positions, 11 exempt positions, and 4 sales-related positions. Position descriptions were developed by human resource professionals from IPC member companies. They can be found in this report's Appendices.

Using This Report

The information contained in this report is designed to support IPC members and others concerned with employee compensation and benefits policies. This data enables companies to compare their compensation levels and human resources (HR) policies and practices to others in the industry.

When using the data in this report for benchmarking purposes, please note that the survey sample may not be fully representative of the entire industry. The data may be useful as guidelines rather than as absolute standards. Duration of employment or prior experience, for example, will influence the compensation for particular individuals. Therefore, deviation from industry averages is not necessarily good or bad. It is merely an indication that closer examination may be warranted.

In some cases, readers will note that the percentages relating to various answers to a question add up to more than 100 percent. This is due to questions that permit multiple answers.

Geographic Regions

Respondents were asked to indicate the region in which all or most of their facilities are located. For the purposes of this report, regions are defined as follows:

- Eastern USA – CT, DE, MA, MD, ME, NH, NJ, NY, PA, RI, VT, WV
- Midwestern USA – IA, IL, IN, KS, KY, MI, MN, MO, ND, NE, OH, SD, TN, WI
- Southern USA – AL, AR, FL, GA, LA, MS, NC, OK, SC, TX, VA
- Western USA – AK, AZ, CA, CO, HI, ID, MT, NM, NV, OR, UT, WA, WY
- Canada



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Company Size Categories

Survey participants were asked to report their total sales revenue for their most recent fiscal year. Based on their responses, data was segmented by total sales revenue into three categories:

- Large companies (\$50 million to \$500 million)
- Medium-sized companies (\$10 million to \$49 million)
- Small companies (less than \$10 million)

Column Heading Definitions

The following are explanations of various column headings and calculations used throughout this report.

- **Number of Employees:** The sum of all employees at all participating companies that provided data on the specified position.
- **Average Pay:** The average of all respondents' average salaries for the specified position.
- **Minimum Pay:** The average of all respondents' reported minimum pay for the specified position.
- **Maximum Pay:** The average of all respondents' reported maximum pay for the specified position.

Minimums and maximums do not represent the lowest and highest (respectively) amounts reported.

The median and percentile data points can be helpful in identifying the most common wage or salary ranges. Averages (means) can be misleading when there are extremes in the data set or the data deviates markedly from a normal distribution. This becomes apparent when comparing average data with the median (50th percentile) and other percentile data from the same data set.

- **Median or 50th percentile:** The point at the center, or 50th percentile, of an ordered range of numbers.
- **25th percentile:** The data point at the 25th percentile in the range of all responses.
- **75th percentile:** The data point at the 75th percentile in the range of all responses.