

IPC MARKET RESEARCH

# 2019 Wage Rate and Salary Study for the North American Electronics Assembly Industry

Published December 2019



*Strengthening & Advancing Electronics Manufacturing Globally*



**2019 Wage Rate & Salary Study for the North American Electronics Assembly Industry**

---

**TABLE OF CONTENTS**

**ABOUT THE REPORT** ..... 1

**EXECUTIVE SUMMARY** ..... 3

**PARTICIPANT PROFILE**

    Demographics .....5

    Unionization .....6

**SALARY BUDGETS, BENEFIT COSTS AND PAY INCREASES**

    Budgets and Costs .....7

    Pay Increases .....8

**WAGES AND SALARIES**

    Hourly Wages in 2019 .....9

    Annual Salaries in 2019.....10

**SALES COMPENSATION**

    Annual Sales Compensation for 2019.....11

    How Companies Compensate Sales-Related Employees .....12

    Independent Manufacturers' Representatives .....14

    Sales Compensation Structure .....15

**AVERAGE COMPENSATION BY REGION** .....16

**AVERAGE COMPENSATION BY COMPANY SIZE** .....18

**HUMAN RESOURCES AND COMPENSATION POLICIES**

    Policies .....20

    Shifts and Premiums .....23

    Team Activities.....24

**BENEFITS AND OTHER COMPENSATION**

    Retirement Benefits .....25

    Life Insurance.....28

    Medical Insurance .....29

    Leave Policies .....31

    Tuition Assistance .....35

**APPENDICES**

    Job Descriptions.....38

    Survey Questionnaire .....44

    IPC Market Research Services.....54