

## 2023 Industrial & Production Trades Survey: National

### (61505) General Heavy Production Labor

General production labor job. Incumbents perform a variety of production duties, such as tending machines, handling product, visual sorting or inspection, packing, or performing other operations that can be learned on-the-job in a short time. Incumbents may use pallet jacks to move material in the work area. Work requires frequent moving, frequent exertion of moderate to heavy physical effort or frequent standing. The job typically requires the ability to follow demonstrated directions, no diploma is required and all training is typically given on-the-job.

	# of Orgs # of Emp		Base Pay					Variable Pay							Total Compensation					
			Un-Wtd Avg	Wtd Avg	P25	Median	P75	Eligible		Actual			Target			Un-Wtd Avg	Wtd Avg	P25	Median	P75
								# of Orgs	# of Emp	# of Orgs	# of Emp	Wtd Annual Avg	# of Orgs	# of Emp	Wtd Avg %					
<b>Total Responses</b>	68	1,817	\$21.26	\$21.02	\$19.25	\$20.75	\$22.50	31	797	30	759	\$1,696	13	397		\$21.70	\$21.35	\$19.50	\$21.00	\$22.68
<b>Geographic Area</b>																				
<b>Central Region</b>	5	313	\$20.12	\$19.30	\$18.25	\$18.50	\$19.50	1	116	1	98	-	0	0	-	\$20.40	\$19.65	\$18.25	\$18.87	\$20.49
<b>Great Lakes Region</b>	67	1,488	\$21.24	\$21.27	\$20.00	\$21.15	\$22.52	30	681	29	661	\$1,463	13	397	3.4%	\$21.66	\$21.58	\$20.00	\$21.45	\$23.00
<b>Minnesota</b>	21	616	\$21.63	\$21.60	\$20.00	\$21.00	\$23.28	6	62	6	61	\$3,413	3	4	-	\$22.03	\$21.81	\$20.00	\$21.25	\$23.75
Minneapolis/St. Paul Metro Area	11	225	\$21.96	\$22.22	\$20.00	\$22.01	\$24.22	4	7	4	7	-	2	3	-	\$22.50	\$22.38	\$20.00	\$22.01	\$24.57
Greater Minnesota (Non-Metro)	12	391	\$21.78	\$21.47	\$19.78	\$21.00	\$23.13	2	55	2	54	-	1	1	-	\$21.98	\$21.88	\$19.75	\$21.60	\$24.00
<b>Wisconsin</b>	46	842	\$21.05	\$20.98	\$19.66	\$21.19	\$21.89	24	592	23	577	\$1,133	10	373	3.2%	\$21.51	\$21.34	\$19.80	\$21.45	\$22.33
Region 2 - Milwaukee & Waukesha	14	108	\$20.44	\$19.49	\$18.00	\$19.00	\$20.62	10	77	9	76	\$938	3	5	-	\$20.89	\$19.76	\$18.01	\$19.32	\$20.87
Region 3 - Ozaukee & Washington	10	105	\$20.83	\$20.65	\$18.52	\$20.96	\$22.25	4	27	4	17	-	1	20	-	\$21.39	\$20.92	\$18.63	\$21.20	\$22.27
Region 4 - East Central Wisconsin	9	407	\$20.18	\$21.26	\$19.85	\$21.35	\$22.52	5	373	5	371	\$1,039	4	345	-	\$20.50	\$21.06	\$20.27	\$21.59	\$22.65
Region 5 - North & West Central	7	39	\$20.99	\$20.20	\$18.50	\$19.50	\$21.21	1	2	1	2	-	0	0	-	\$21.31	\$20.40	\$18.50	\$19.50	\$21.21
Region 6 - Southwest Wisconsin	8	180	\$23.23	\$20.82	\$18.67	\$20.58	\$22.04	4	111	4	109	-	2	3	-	\$23.74	\$21.37	\$18.74	\$20.58	\$22.17
<b>Metropolitan Statistical Area</b>																				
Milwaukee-Waukesha-West Allis, WI	24	213	\$20.60	\$19.79	\$18.20	\$19.38	\$21.20	14	104	13	93	\$1,221	4	25	-	\$21.10	\$20.01	\$18.49	\$19.48	\$21.39
Minneapolis-St. Paul-Bloomington, MN-WI	12	227	\$22.60	\$22.41	\$20.00	\$22.30	\$24.48	5	9	5	9	\$3,696	2	3	-	\$23.29	\$22.62	\$20.00	\$22.30	\$24.73
<b>Size of Organization</b>																				
25 to 49 Employees	7	60	\$22.26	\$20.62	\$18.94	\$19.30	\$22.00	5	12	5	12	\$1,535	3	4	-	\$22.80	\$20.94	\$19.30	\$19.30	\$22.26
50 to 74 Employees	10	58	\$21.15	\$20.60	\$18.75	\$19.00	\$21.53	5	48	5	45	\$3,340	1	15	-	\$21.89	\$21.77	\$19.11	\$21.34	\$22.35
75 to 99 Employees	7	112	\$20.30	\$18.62	\$16.84	\$18.25	\$19.54	1	1	1	1	-	0	0	-	\$20.40	\$18.63	\$16.84	\$18.25	\$19.54
100 to 199 Employees	20	177	\$21.27	\$21.59	\$19.00	\$20.87	\$24.00	6	121	5	104	\$1,746	3	4	-	\$21.62	\$22.04	\$19.82	\$21.32	\$24.58
200 to 499 Employees	21	752	\$21.19	\$20.97	\$20.00	\$21.10	\$21.71	10	390	10	389	\$2,393	5	204	2.2%	\$21.63	\$21.30	\$20.20	\$21.30	\$22.17
500 to 999 Employees	5	355	\$21.75	\$21.43	\$20.00	\$20.80	\$23.44	4	185	4	182	-	1	131	-	\$22.43	\$21.93	\$20.00	\$21.04	\$24.51
<b>Industry</b>																				
Construction/Distribution/Utilities	6	37	\$22.34	\$21.93	\$18.30	\$22.93	\$25.20	3	4	3	4	-	2	2	-	\$22.94	\$22.41	\$18.30	\$23.48	\$25.51
Durable Goods Manufacturing	47	1,007	\$21.62	\$21.22	\$19.00	\$20.70	\$23.44	22	415	21	379	\$2,610	9	196	4.6%	\$22.10	\$21.68	\$19.65	\$21.11	\$23.75
Non-Durable Goods Manufacturing	13	753	\$19.54	\$20.51	\$19.50	\$20.59	\$21.35	6	378	6	376	\$1,057	2	199	-	\$19.82	\$20.75	\$19.50	\$20.90	\$21.78
<b>Annual Gross Sales/Revenue</b>																				
\$10,000,000 to \$24,999,999	12	72	\$21.00	\$19.53	\$17.68	\$19.00	\$21.00	5	27	5	26	\$1,240	2	16	-	\$21.24	\$19.76	\$17.68	\$19.38	\$21.00
\$25,000,000 to \$49,999,999	11	25	\$20.68	\$21.61	\$19.00	\$20.00	\$23.91	5	11	5	11	\$2,967	3	5	-	\$21.31	\$22.48	\$19.00	\$20.15	\$24.14
\$50,000,000 to \$99,999,999	15	253	\$21.94	\$20.52	\$18.63	\$20.00	\$22.00	4	5	3	4	-	3	3	-	\$22.14	\$20.54	\$18.63	\$20.00	\$22.01
\$250,000,000 and Greater	16	1,146	\$21.93	\$21.01	\$19.00	\$21.00	\$22.35	9	670	9	635	\$1,501	4	371	-	\$22.43	\$21.39	\$19.50	\$21.25	\$22.60
\$100,000,000 to \$249,999,999	11	318	\$21.28	\$21.26	\$20.00	\$20.80	\$22.50	6	82	6	81	\$1,996	1	2	-	\$21.92	\$21.93	\$20.00	\$21.23	\$23.85
<b>Profit Status</b>																				
For Profit	67	1,767	\$21.26	\$21.05	\$19.25	\$20.82	\$22.50	31	797	30	759	\$1,696	13	397	3.4%	\$21.73	\$21.40	\$19.54	\$21.10	\$22.74
<b>Union Status</b>																				
Non-Union	65	1,736	\$21.24	\$21.01	\$19.04	\$20.95	\$22.50	31	797	30	759	\$1,696	13	397	3.4%	\$21.70	\$21.36	\$19.50	\$21.10	\$22.70
Union	6	81	\$22.25	\$22.41	\$20.54	\$22.12	\$25.20	0	0	0	0	-	0	0	-	\$22.25	\$22.40	\$20.54	\$22.12	\$25.20