

The Express Employment Professionals Companies'

# 2024

## Compensation Report



GRAND RAPIDS

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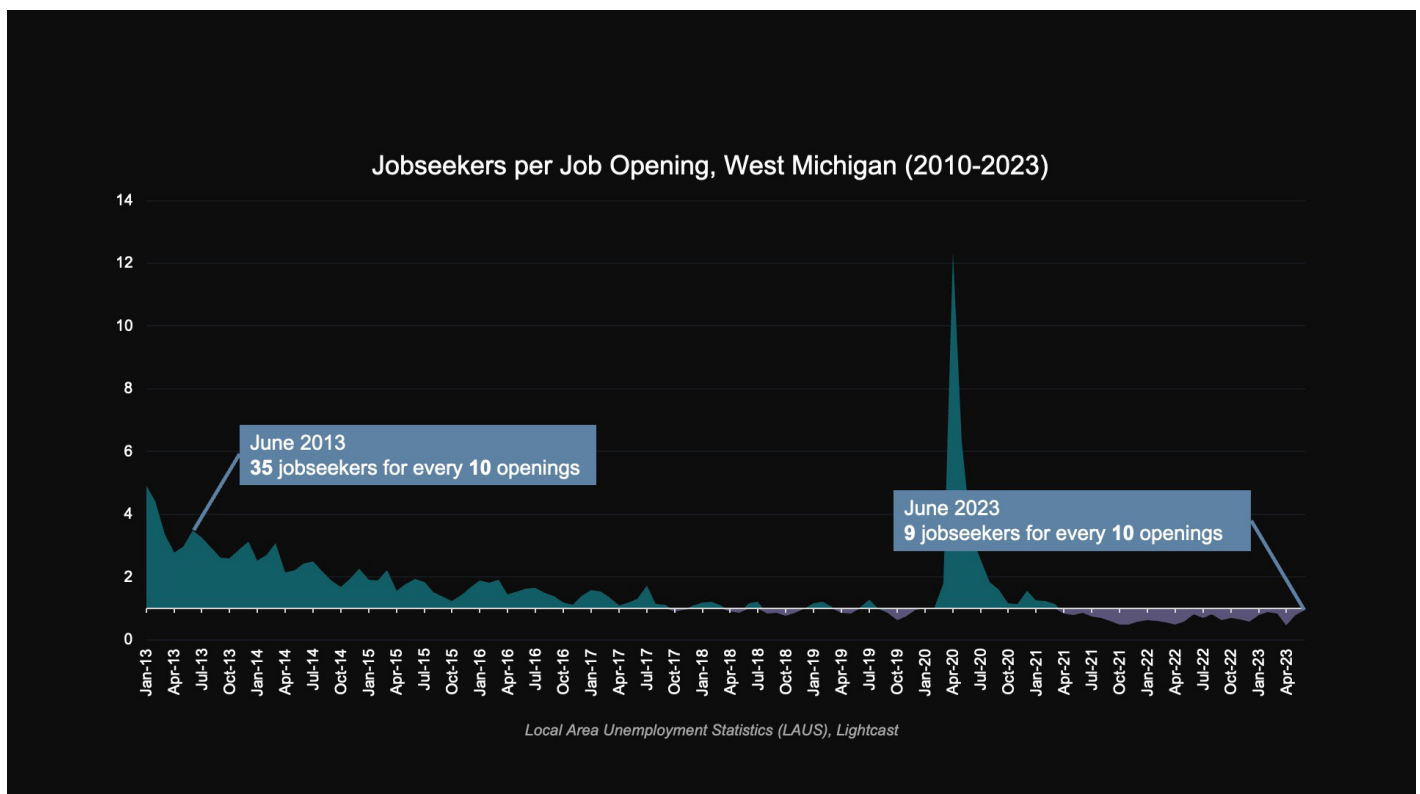


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# Local State of Employment and Wages in Grand Rapids, Michigan

As we begin 2024, we are seeing a slight leveling off from the “talent crisis” we’ve been experiencing since mid-2020. Many companies have slowed their pace of hiring and have stabilized their workforce. However, the unemployment rate in the greater Grand Rapids area has remained similar to what we saw throughout 2022 & 2023, hovering around 3.5%. While the extreme talent crisis may be showing signs of easing, we continue to predict that for the foreseeable future we will be in a low unemployment market that is defined by an overall shortage of labor with greater demand than supply.



The above chart shows the number of job seekers per job opening across the 13 counties that make up West Michigan. You can see from 2013 – 2017 there were 2 to 4 times as many job seekers as job openings across west Michigan. But since 2019 this surplus has turned into a deficit, with more job openings than job seekers in our region. Specifically, we see an even greater deficit in Kent and Ottawa counties with 4 job seekers for every 10 job openings in Kent county and 7 job seekers per 10 job openings in Ottawa county.

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Wages continued to increase throughout 2023, but we have seen signs that these increases appear to be slowing down. This is mirroring the overall inflation trends across the country. Wage increases have been most apparent over the last several years in entry-level and lesser skilled positions. The chart below highlights this trend based off our own data in Grand Rapids.

West Michigan Wage Distribution - Entry Level Positions

Hourly Pay Range	Historic Data			2021				2022				2023		
	2018	2019	2020	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3
\$9 - \$10	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
\$10 - \$11	4%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
\$11 - \$12	14%	7%	2%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
\$12 - \$13	35%	29%	17%	4%	1%	1%	1%	0%	0%	0%	0%	0%	0%	0%
\$13 - \$14	22%	27%	24%	13%	5%	2%	2%	0%	0%	0%	0%	0%	0%	0%
\$14 - \$15	12%	18%	22%	23%	14%	9%	7%	2%	1%	0%	0%	0%	0%	0%
\$15 - \$16	7%	9%	22%	36%	50%	44%	35%	28%	19%	12%	16%	13%	14%	7%
\$16 - \$17	2%	4%	7%	15%	17%	23%	31%	41%	41%	38%	22%	21%	19%	20%
\$17 - \$18	2%	2%	2%	3%	6%	8%	13%	15%	17%	25%	26%	26%	26%	29%
\$18 - \$19	1%	2%	2%	2%	4%	7%	6%	8%	12%	14%	19%	23%	21%	24%
\$19 - \$20	0%	1%	2%	3%	3%	5%	4%	4%	7%	6%	12%	12%	13%	14%
>\$20	1%	1%	1%	2%	1%	1%	1%	2%	3%	5%	5%	6%	7%	6%
Percent Under \$16/HR	94%	91%	87%	75%	70%	56%	45%	30%	20%	12%	16%	13%	14%	7%
Percent Over \$16/HR	6%	9%	13%	25%	30%	44%	55%	70%	80%	88%	84%	87%	86%	93%

This is showing the percentage of job placements we have made by the different wage ranges in the specified time frames. This is for entry level light industrial, general labor, warehouse, and manufacturing positions. This data is from approximately 10,000 different job placements at over 500 different companies in the Grand Rapids area.

As we look towards 2024, we are encouraging companies to be mindful of their current wages and monitor overall inflation and wage trends on a quarterly basis to ensure they remain competitive. In a talent market defined by significantly more demand than supply, it is especially detrimental for a company to fall behind the market in their wages.

While consumer and business sentiments remain mixed for the near future, looking past 2024 and beyond we anticipate a local labor market that remains highly competitive with sustained low unemployment. More now than ever, employers need to focus on becoming an employer of choice so they can attract and retain the talent they need for the future to be sustainable. Wages are a very important factor, but just one piece of the overall puzzle.

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2024 GRAND RAPIDS SNAPSHOT

We have prepared a snapshot of average starting wages for the most in-demand positions at Express Employment Professionals in Grand Rapids across the three key segments we serve: Light Industrial, Office Services, and Skilled Trades.

LIGHT INDUSTRIAL

\*Average New Hire Pay Rate

JOB TITLE	PAY RATE
Machine Operators (Level 1 – Level 3)	\$18.00 - \$24.00 hr
Warehouse Workers	\$18.00 - \$20.00 hr
Production Workers	\$17.00 - \$19.00 hr
Forklift Drivers	\$19.00 - \$21.00 hr
General Labor	\$17.00 - \$19.00 hr
Quality Inspection	\$17.00 - \$20.00 hr
Assembly Line Worker	\$17.00 - \$20.00 hr

SKILLED TRADES

JOB TITLE	PAY RATE
Machinists	\$23.00 - \$30.00 hr
Certified MIG/TIG Welders	\$20.00 - \$28.00 hr
Die Setters	\$19.00 - \$25.00 hr
Apartment Maintenance Technicians	\$18.00 - \$24.00 hr
Machine Maintenance Technicians	\$25.00 - \$32.00 hr
Maintenance Electrician	\$30.00 - \$36.00 hr
Technical Assemblers	\$18.00 - \$22.00 hr
Construction Laborer	\$20.00 - \$23.00 hr
Quality Technician	\$20.00 - \$24.00 hr
Production Team Lead	\$20.00 - \$24.00 hr
Maintenance Supervisor	\$26.00 - \$33.00 hr

## OFFICE SERVICES

JOB TITLE	PAY RATE
Office Support/Coordinators	\$19.00 - \$23.00 hr
Leasing Consultants	\$17.00 - \$19.00 hr plus commission / bonus
Property Managers	\$55,000 - \$75,000 yr
Office Managers	\$50,000 - \$60,000 yr
Administrative Assistants	\$20.00 - \$25.00 hr
Executive Assistants	\$50,000 - \$65,000 yr
Industrial Administrative Support (Warehouse)	\$18.00 - \$22.00 hr
Account Managers	\$50,000 - \$60,000 yr
Call Center Operator	\$16.00 - \$20.00 hr
Customer Service Representative	\$17.00 - \$22.00 hr
Inside Sales/Account Managers	\$50,000 - \$65,000 yr
Sales Operations Assistant	\$20.00 - \$24.00 hr
Call Center Supervisor	\$45,000 - \$55,000 yr
Front Desk / Receptionist	\$17.00 - \$20.00 hr

**Please contact Casey Jankoska with any questions.**

**CONTACT US TODAY!**

**Casey Jankoska - Director of Client Relations**

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## 2024 GRAND RAPIDS SNAPSHOT

We have prepared a snapshot of average starting wages for the most in-demand positions at Specialized Recruiting Group in Grand Rapids across the key niches that we serve.

### HUMAN RESOURCES

JOB TITLE	PAY RATE
Human Resource Assistants / Coordinators	\$45,000 - \$55,000 yr
Human Resource Generalists	\$50,000 - \$70,000 yr
Human Resource Managers	\$65,000 - \$100,000 yr
Human Resource Directors	\$85,000 - \$130,000 yr
Talent Acquisition Specialist (Recruiter)	\$45,000 - \$70,000 yr
Senior Talent Acquisition Specialist (Recruiter II – Recruiter IV)	\$60,000 - \$90,000 yr
Talent Acquisition Manager (Recruitment Manager)	\$75,000 - \$120,000 yr
Talent Acquisition Director	\$90,000 - \$150,000 yr
Benefits Administrator	\$50,000 - \$75,000 yr
Compensation and Benefits Manager	\$70,000 - \$115,000 yr
HRIS Analyst	\$55,000 - \$90,000 yr
HRIS Manager	\$75,000 - \$125,000 yr
Chief Human Resources Officer (CHRO)	\$100,000 - \$250,000 yr
Payroll Specialist	\$40,000 - \$65,000 yr

### SUPPLY CHAIN

JOB TITLE	PAY RATE
Purchasing Assistant	\$45,000 - \$60,000 yr
Buyer	\$60,000 - \$85,000 yr
Supply Chain Coordinator	\$50,000 - \$60,000 yr
Purchasing Specialist	\$45,000 - \$65,000 yr
Purchasing Manager	\$55,000 - \$80,000 yr
Supply Chain Inventory	\$45,000 - \$70,000 yr
Supply Chain Analyst/Planner	\$60,000 - \$85,000 yr
Logistics Coordinator	\$45,000 - \$70,000 yr
Transportation Analyst	\$55,000 - \$80,000 yr
Supply Chain Manager	\$75,000 - \$115,000 yr
Director of Supply Chain	\$90,000 - \$150,000 yr
Logistics/Transportation Manager	\$60,000 - \$100,000 yr
Load/Freight Planner	\$50,000 - \$75,000 yr

## ACCOUNTING &amp; FINANCE

JOB TITLE	PAY RATE
Accounting Clerk/Assistant (AR/AP)	\$38,000 - \$50,000 yr
Accounting Specialist	\$45,000 - \$65,000 yr
Staff Accountant	\$50,000 - \$70,000 yr
Accounting Manager	\$60,000 - \$90,000 yr
Financial Analyst	\$55,000 - \$95,000 yr
Director of Finance	\$70,000 - \$110,000 yr
Chief Financial Officer (CFO)	\$100,000 - \$200,000 yr

## ENGINEERING

JOB TITLE	PAY RATE
Manufacturing Engineer	\$70,000 - \$110,000 yr
Controls/Automation Engineer	\$75,000 - \$130,000 yr
Quality Engineer	\$70,000 - \$125,000 yr
Industrial Engineer	\$70,000 - \$125,000 yr
Engineering Manager	\$85,000 - \$150,000 yr
Production Development Engineer	\$65,000 - \$125,000 yr
CAD Drafter	\$50,000 - \$90,000 yr
Engineering Designer	\$65,000 - \$100,000 yr
Project Engineer	\$75,000 - \$125,000 yr
Sales/Applications Engineer	\$70,000 - \$120,000 yr
Director of Engineering	\$90,000 - \$200,000 yr

## OPERATIONS

JOB TITLE	PAY RATE
Manufacturing Supervisor	\$55,000 - \$75,000 yr
Manufacturing Production Manager	\$75,000 - \$105,000 yr
Manufacturing Plant Manager	\$85,000 - \$150,000 yr
Director of Manufacturing	\$100,000 - \$175,000 yr
Director of Operations	\$120,000 - \$200,000 yr
Chief Operating Officer (COO)	\$130,000 - \$250,000 yr
Warehouse Operations Team Leader	\$38,000 - \$50,000 yr
Warehouse Operations Assistant	\$45,000 - \$75,000 yr
Warehouse Manager/Supervisor	\$55,000 - \$100,000 yr
Warehouse Operations Manager/Distribution Center Manager	\$65,000 - \$100,000 yr
Warehouse Operations General Manager	\$80,000 - \$150,000 yr

## SALES &amp; MARKETING

JOB TITLE	PAY RATE
Marketing Associate	\$50,000 - \$60,000 yr
Marketing Manager	\$65,000 - \$75,000 yr
Marketing Project Manager	\$60,000 - \$70,000 yr
Marketing Director	\$75,000 - \$110,000 yr
Social Media Coordinator	\$45,000 - \$55,000 yr
Communication Specialist	\$50,000 - \$60,000 yr
Communication Manager	\$65,000 - \$80,000 yr
Marketing Analyst	\$55,000 - \$75,000 yr
Sales Analyst	\$50,000 - \$60,000 yr
Business Development Rep	\$55,000 - \$75,000 yr
Sales Manager	\$70,000 - \$90,000 yr
Sales Director	\$80,000 - \$110,000 yr

## NON-PROFIT

JOB TITLE	PAY RATE
Donor Relations / Fund Development Specialist/Assistant	\$40,000 - \$55,000 yr
Donor Relations / Fund Development Manager	\$50,000 - \$75,000 yr
Donor Relations Director / Director of Fund Development	\$60,000 - \$100,000 yr
Community Relations Specialist/Assistant	\$45,000 - \$65,000 yr
Community Relations Manager	\$55,000 - \$75,000 yr
Community Relations Director	\$65,000 - \$100,000 yr
Executive Director	(Variable based on size, scope, and funding)
Program Manager	\$50,000 - \$85,000 yr
Program Assistant	\$40,000 - \$60,000 yr
Grant Writer	\$50,000 - \$90,000 yr

**Please contact Heather Merrick with any questions.**

**CONTACT US TODAY!**

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At Express Employment Professionals, we're in the business of people. From job seekers to client companies, Express helps people thrive and businesses grow. Our international network of franchises offers localized staffing solutions to the communities they serve across the U.S., Canada, South Africa, Australia and New Zealand, employing over 600,000 people globally each year and more than 10 million since its inception. Our long-term goal is at the heart of our company's vision, to help as many people as possible find good jobs by helping as many clients as possible find good people.

The Grand Rapids Express office is a locally owned and operated franchise, founded in 1996 by Janis Petrini. Since 1996, we have served the West Michigan community with a full offering of recruiting, training, and human resources services. Express Employment Professionals helps companies recruit in the areas of Light Industrial, Skilled Trades, and Administrative Services.

Specialized Recruiting Group, launched in 2021, is an Express Employment Professionals company with a focus on Professional and Executive Search, that recruits & maintains a pipeline of highly skilled professionals in a variety of areas for interim/project assignments, contract-to-hire assignments, and permanent (direct hire) placement. Specialized Recruiting Group helps companies recruit in the areas of Executive, Non-Profit, Human Resources, Supply Chain, Operations, Engineering & IT, Accounting & Finance, and Sales & Marketing.

Our thought leading training company, Frontline Training Solutions, is paving the way to help increase retention and meet any companies' challenge with the right solutions. Solutions like leadership training & development, team development, HR consulting, coaching, and more. Frontline Training Solutions exists to create thriving organizations where everyone matters by developing people, inspiring growth, and unlocking potential.

Each year we help thousands of people find a new job in the West Michigan area and help companies train and develop thousands of employees. Through our recruiting, training, and consulting companies we are strategically positioned as workforce and workplace experts, ready to offer solutions for any challenge our clients face.

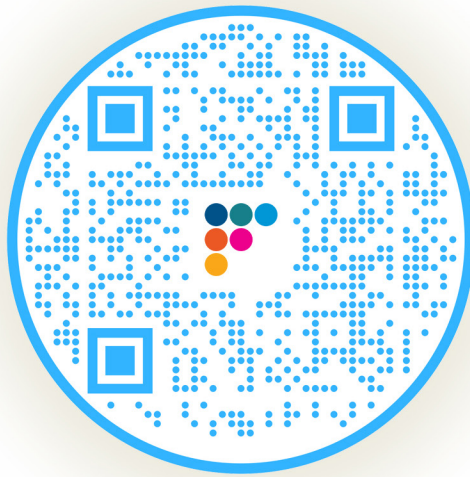
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