Pay Rate Survey (to annualize – hourly rate x 40 x 52)

What hourly rate/salary do you pay a Factory Manager?	
9 submissions	
High - $60	($124,800)
Low - $35	($72,800)
Average - $45	**($93,600)**

What hourly rate/salary do you pay a Detailer?	
12 submissions	
High - $43.33	
Low - $33	
Average - $38	

$ 52/hr + car and $ 33/hr + car + overtime @ x1.5 over 40hrs

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Pay Rate Survey (to annualize – hourly rate x 40 x 52)

What hourly rate/salary do you pay a CNC Pre-assembly Operator?	What hourly rate/salary do you pay a Foreman?	What hourly rate/salary do you pay a Qualified Joiner?
13 submissions	13 submissions	13 submissions
High - $43 Low - $27	High - $45 Low - $29	High - $39 Low - $30
Average - $33	**Average - $38**	**Average - $35**

NB: Some positions have overtime (1.5) rates >40 hours

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Pay Rate Survey (to annualize – hourly rate x 40 x 52)

What hourly rate/salary do you pay a Joiner?	What hourly rate/salary do you pay a Bench Assembler?	What hourly rate/salary do you pay an Apprentice/Junior?
14 submissions	12 submissions	14 submissions
High - $38 Low - $27	High - $38 Low - $27	High - $32 Low - $24
Average - $32	**Average - $32**	**Average - $26.70**

NB: Some positions have overtime (1.5) rates >40 hours

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Pay Rate Survey (to annualize – hourly rate x 40 x 52)

How do you remunerate your Designers?	What do you pay if Salary Only	What Base Salary do you pay? (before comm)
15 submissions	12 submissions	3 submissions
Salary Only - 12	High - $53 ($110K)	High - $36 ($75K
Salary + Comm - 3	Low - $28.5 ($59,200)	Low - $28 ($58.2K)
Commission Only - 0	**Average - $38 ($79K)**	**Average - $32.50 ($67.6K)**

NB: Michael Mancer – that's me, stuff all

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Pay Rate Survey (to annualize – hourly rate x 40 x 52)

As a general rule, do you adjust staff salaries in line with the CPI?	How many total staff do you have - including owners?	How many business vehicles do you have?
15 submissions	15 submissions	15 submissions
Yes - 4 No - 11	High - 42 Low - 6 **Average – 16.5** **Total - 248**	High - 11 Low - 3 **Average – 6.4** **Total - 96**

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