



COMPANY | LOCATION

LABOR & WAGE ANALYSIS

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Market Competitiveness

Overview

HTI is the trusted source for retention-focused, sustainable hiring & HR solutions. A holistic hiring and HR partner – we work alongside employers to attract and retain talent. We're not interested in throwing people at openings. We're interested in helping companies be employers of choice, a place people want to come to work.

Since 1999, we've been hyper-focused on hiring intentionally, improving the employee experience, training and developing leaders, and assisting employers from all industries to navigate HR practices and policies – **all to drive our people-mission home and see our partners reach their highest potential.**

Wage Analysis Components

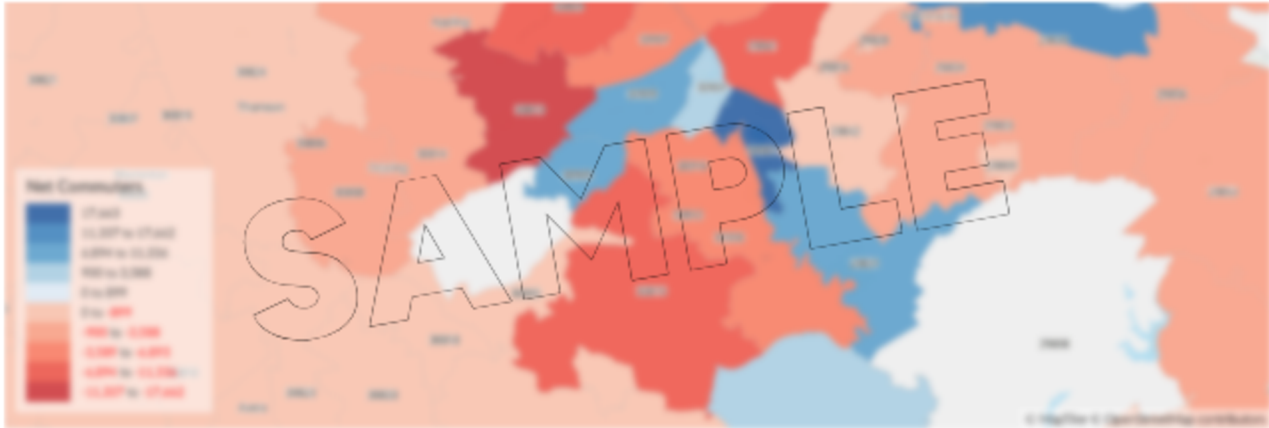
- Competitor Research
- Industry Research
- Regional Research

- Current Client Research
- Benchmarking
- Recommendations



Region Snapshot

Commuter Insights



Unemployment Rates, January 2025

National | 4.1 % **State** | 3.6% **Region Area** | 3.4%

Labor Force Participation Rates, December 2024

National | 4.1 % **State** | 3.6% **Region Area** | 3.4%

Benefits & Attraction Strategies

We spent some time digging around to see what types of creative benefits and attraction strategies local employers were offering. How are you standing out from the rest?

Back-Up Care

Program to help you manage the unexpected, so you don't have to miss work whenever there's a disruption in your child or adult care plans.

Charitable Contribution Match

Tapping into what employees care about on a personal level is a fantastic way to engage them and show your support. 'If it matters to you, it matters to us.'

Second Chance Employment

A focus on removing barriers to employment and advancement for individuals with prior convictions.

Packaging Operator I

Competitor Analysis & Recommendation

Current Wage | \$18.24

New Increase | \$19.00

Percentage Increase | 4.18%

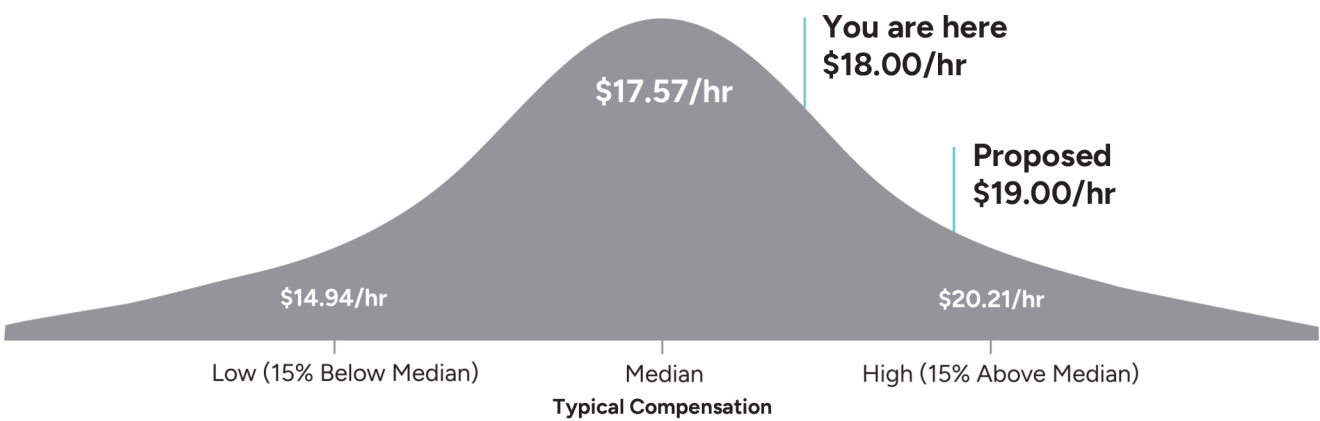


Source | HTI Benchmarks

Local Area Percentile Overview

Current Wage | falls in the 56th Percentile

Proposed Wage | falls in the 70th percentile



Source | Lightcast

Compounder III

Competitor Analysis & Recommendation

Current Wage | \$24.00

New Increase | \$29.00

Percentage Increase | 2.98%

Compounder position insights

From our current insights, we've established that a competitive wage for Compounder I in our area is \$24/hr. Strategically, we propose a structured wage progression for each subsequent level of the Compounder role. Specifically, an incremental increase of 5% in wages for each level above Compounder I. This is a commonly practiced progression in the industry and one we believe strikes a balance between market competitiveness and fiscal responsibility.



Essential Takeaways

The wage recommendations are based on a comprehensive analysis of competitors in the life sciences and comparable sectors, including companies in nearby markets in the Carolinas.

Cost of Living Adjustments (COLA): Adjustments were made to account for cost-of-living differences, ensuring that the wage rates are competitive and relevant for location and industry.

Wages are generally positioned in the middle to upper range of the market, which helps in attracting and retaining skilled employees without significantly increasing labor costs.

In comparison to companies within the comparable sectors, **you offer competitive or slightly higher wages**, enhancing its attractiveness to potential employees within this sector.

The wage analysis indicates that the **skills required for a Set-Up Tech Operator are similar to those needed for an industry-standard Mechanic I.**

The wage analysis for the Mechanic I position revealed that **the job description and title do not align with the higher-skilled talent you are seeking.** Discussions with the recruitment team indicate they are hiring for roles typically titled "Maintenance Technician" or "Multi-Craft Technician."

Recommendation

To attract the right candidates and reflect the true nature of the roles being filled, **it is advised that you:**

Change The Job Title

Update the title from Mechanic I to "Maintenance Technician" or "Multi-Craft Technician."

Revise the Job Description

Align the job description with the skills and responsibilities expected of higher-skilled maintenance or multi-craft technicians.



**Ready to transform
your workforce &
boost your team?**



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