

Southeastern Lumber Manufacturers Association 2010 Wage Scale Survey

Results from this survey will be compiled in complete confidence, and distributed to participating members. If you report on multiple sites, please use a separate form for each site. Please return the completed form by January 14, 2011 to be included in the survey.

Company Name: _____

Company Address: _____ Street
 _____ City, State, Zip

Contact Name: _____

Contact Phone: _____

This facility produces predominately: ____ Pine ____ Hardwood

Total number of hourly employees: _____ Total number of salary employees: _____

Estimated 2010 production for this mill: _____ MBF

Is this a unionized facility/company: Yes_____, No_____

Hourly Paid Log Yard and Sawmill Green-end							
Job Position	Base Wage (\$/hour)	Medical Benefit (\$/hour)	401k Benefit (\$/hour)	Pension (\$/hour)	Paid Taxes (\$/hour)	Other Paid Benefits (\$/hour)	Total Pay (\$/hour)
Log Scaler							
Scalehouse Operator							
Log crane Operator							
Log loader Operator (wheeled)							
Deck Logboom Operator							
Log Cutoff saw Operator							
Sawyer – Curve saw							

Hourly Paid Log Yard and Sawmill Green-end continued							
Job Position	Base Wage (\$/hour)	Medical Benefit (\$/hour)	401k Benefit (\$/hour)	Pension (\$/hour)	Paid Taxes (\$/hour)	Other Paid Benefits (\$/hour)	Total Pay (\$/hour)
Sawyer – Band saw							
Sawyer – Circle saw							
Edger Operator							
Green Trimmer Operator							
Green Lumber Drop Sorter							
Green Lumber Stacker Operator							
Sawmill Utility Operator							
Green Lumber Forklift Operator							
Sawmill Labor							

Hourly Paid Lumber Yard, Kilns and Planer Dry - end							
Job Position	Base Wage (\$/hour)	Medical Benefit (\$/hour)	401k Benefit (\$/hour)	Pension (\$/hour)	Paid Taxes (\$/hour)	Other Paid Benefits (\$/hour)	Total Pay (\$/hour)
Rough-dry Lumber Forklift Operator							
Dry – kiln Operator							
Boiler/Power Plant Operator							
Planer Infeed Unstacker Operator							
Planer Infeed Operator							
Planer Setup							

Hourly Paid Lumber Yard, Kilns and Planer Dry – end continued							
Job Position	Base Wage (\$/hour)	Medical Benefit (\$/hour)	401k Benefit (\$/hour)	Pension (\$/hour)	Paid Taxes (\$/hour)	Other Paid Benefits (\$/hour)	Total Pay (\$/hour)
Pine – Lumber Grader							
Hardwood – Lumber Grader							
Dressed Lumber Sorter Operator							
Lumber Package Maker Operator							
Lumber Pack Strapper Operator							
Lumber Shipping Clerk							

Hourly Paid Skilled Maintenance and Support							
Job Position	Base Wage (\$/hour)	Medical Benefit (\$/hour)	401k Benefit (\$/hour)	Pension (\$/hour)	Paid Taxes (\$/hour)	Other Paid Benefits (\$/hour)	Total Pay (\$/hour)
Head saw Filer							
Saw Filer							
General Electrician							
Maintenance Millwright AM							
Maintenance Millwright PM							
Maintenance Mechanic							
Maintenance Welder							
Maintenance Assistant							
QC Technician							
Long haul Truck Driver							

Hourly Paid Skilled Maintenance and Support continued							
Job Position	Base Wage (\$/hour)	Medical Benefit (\$/hour)	401k Benefit (\$/hour)	Pension (\$/hour)	Paid Taxes (\$/hour)	Other Paid Benefits (\$/hour)	Total Pay (\$/hour)
Local haul Truck Driver							
Truck shop Manager							

Hourly Paid Affiliated Businesses							
Job Position	Base Wage (\$/hour)	Medical Benefit (\$/hour)	401k Benefit (\$/hour)	Pension (\$/hour)	Paid Taxes (\$/hour)	Other Paid Benefits (\$/hour)	Total Pay (\$/hour)
Treating Plant Operator							
Treating Plant Forklift Operator							
Part Assembler							
Pallet Assembler							
Pallet QC Inspector							

Monthly Paid Supervisory Personnel							
Job Position	Base Wage	Medical Benefit	401k Benefit	Pension	Paid Taxes	Other Paid Benefits	Total Pay
General Manager and Owner ¹							
General Manager Non-owner ²							
Sawmill Foreman							
Log Yard Foreman							
Dry end Foreman							

¹ On-site manager with strategic ownership responsibilities and with reporting departments.

² On-site manager without ownership responsibilities with reporting departments.

Monthly Paid Administration and Office Support							
Job Position	Base Wage	Medical Benefit	401k Benefit	Pension	Paid Taxes	Other Paid Benefits	Total Pay
Company Accountant							
Company Controller							
IT Computer Analysis							
Office Manager							
Executive Secretary							
Lumber Sales Manager							
Lumber Sales Staff							
Chief Operator Officer							
Company President							
Owner General Manager							
Treating Plant Manager							
Pallet Plant Manager							
Timber Procurement Manager							
Degreed Forester							
Forestry Technician							
Logging Manager							
Safety Manager							
Environmental Manager							
Human Resources Manager							

Total Costs Calculations			
Category	YTD Total Costs	YTD Production MBF	\$/MBF
Direct Labor Costs ¹			
Company Overhead Costs ²			
Other Costs Not Listed Above			
Total Labor and Overhead Costs			

¹ Direct labor is hourly personnel labor used to manufacture lumber at this facility.
² Overhead or "fixed" costs includes personnel salary, property taxes, utility contracts, continued maintenance, interest payments and contractual obligations.

Benefits

Salaried Employees (including CEO, CFO, Senior Management, Sales, Department Heads, Etc.)

1. Health Insurance

For employee

_____ % paid by company

_____ % paid by employee

For spouse and/or family

_____ % paid by company

_____ % paid by employee

2. Is your health insurance

_____ fully insured

_____ self- insured

_____ partially self- insured

_____ medical savings account

3. Retirement (check all that apply)

_____ 401 (k)

_____ Profit sharing

_____ Defined benefit plan (specified benefit at retirement)

4. Disability Insurance

_____ % paid by company

_____ % paid by employee

5. Life Insurance

_____ % paid by company

_____ % paid by employee

Hourly Employees

(Same as above)

1. Health Insurance

For employee

_____ % paid by company

_____ % paid by employee

For spouse and/or family

_____ % paid by company

_____ % paid by employee

2. Is your health insurance

_____ fully insured

_____ self-insured

_____ partially self-insured

_____ medical savings account

3. Retirement (check all that apply)

_____ 401 (k)

_____ Profit sharing

_____ Defined benefit plan (specified benefit at retirement)

4. Disability Insurance

_____ % paid by company

_____ % paid by employee

5. Life Insurance

_____ % paid by company

_____ % paid by employee

Senior Executive Bonuses

	<i>Yes/No</i>	<i>If Yes, please list method to calculate</i>
General Manager	_____	_____
Office Manager	_____	_____
Sales Manager	_____	_____
Production Superintendent	_____	_____
Maintenance Manager	_____	_____

Please return completed forms to:

Fax: 770/631-6720

Email: wade@SLMA.org

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