

Wage Watch Q3: What Northeast Ohio Employers Are Paying Right Now

Hiring managers ask us the same question in almost every conversation this quarter: "Are we still competitive?" It's a fair question. Wages across Northeast Ohio's manufacturing and industrial market have kept climbing, but not evenly. Skilled and technical roles, like CNC operation and maintenance, continue to see the sharpest upward pressure as the workforce behind them ages out, while entry-level production and material handling roles have leveled off after a couple of years of rapid growth. Shift differentials, sign-on incentives, and overtime availability are increasingly part of the conversation too, not just base rate. Here's a look at where the roles we place most often currently stand.

Top 10 Roles We Place and Current Pay Ranges (Northeast Ohio)

Role	Low	High
Production Associate	\$17.00/hr	\$20.00/hr
Assembler	\$17.00/hr	\$30.00/hr
Material Handler	\$18.00/hr	\$23.00/hr
Shipping and Receiving Clerk	\$18.00/hr	\$25.00/hr
Machine Operator	\$18.00/hr	\$24.00/hr
CNC Machine Operator	\$20.00/hr	\$41.00/hr
Quality Inspector	\$18.00/hr	\$26.00/hr
Maintenance Technician	\$20.00/hr	\$42.00/hr
Shift/Production Supervisor	\$50,000/yr	\$85,000/yr
Quality Manager	\$75,000/yr	\$125,000/yr

Ranges reflect current Northeast Ohio market data for temp, temp-to-hire, and direct hire placements and will shift based on shift, certifications, and years of experience.

Numbers on a page only tell part of the story. Where a specific role should land in that range depends on your industry, your shift structure, and what your competitors down the street are offering. That's exactly the kind of digging we do every day.

If you want to know how your current pay rates stack up, or you're building an offer for a new position and aren't sure where to land, reach out to Vector Technical. We're happy to run a wage analysis specific to your roles and your market.