

SPECTRA360 SALARY GUIDE

Spectra 
www.Spectra360.com

2023

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Hiring Forecast 2023

In 2022, hiring across all sectors experienced a big boom. In the next year, as the economy is equalizing, hiring is expected to slow generally. Spectra360 is watching specific industries carefully: warehousing, shipping, manufacturing, and office & administration. Here are the hiring trends we were expecting from these industries.

The Labor Crisis Means Hiring Is Still an Issue in the Light Industrial Industry

The labor crisis originated with the discrepancies between the Baby Boomers and Millennials. Baby Boomers hit the job market in a big way. They were the first generation to be highly educated, with both men and women going to college and entering the workforce. The median household income has skyrocketed in the 20 years since they entered the labor market. This economic boom ended when people older than 55 wanted to stop working.

Massive retirement is usually offset by younger generations and immigrants, which didn't happen after the Baby Boomers. Millennials are a much smaller generation. Their parents had them at a rate lower than replacement, meaning many jobs will be left unfilled.

Immigrant numbers are lowering while other countries are also at a low birth replacement rate. Because of this, there simply aren't enough people to replace those retiring, and it's hitting the labor force hard. Find a more in-depth and statistical explanation of this here: [Labor Crisis](#)



**OFFICE & ADMINISTRATION
EMPLOYEES ARE STILL IN
HIGH DEMAND**

Administrative positions are historically in high demand as they play a vital role in growing any business, and we expect this trend of high demand to continue into 2023.

The Spectra360 recruiters have seen significant growth in this division both for our light industrial clients, and for clients outside of those industries. We have developed a strong process for sourcing, vetting, and onboarding employees in admin roles and can provide staffing in this area across all industries.

UNDERQUALIFIED EMPLOYEES

There is a significant shortage of qualified workers in manufacturing and the warehouse, leading to extensive on-the-job training and higher risks of workers' compensation claims. Of course, these dangers cause harm to employees, cost companies money, and negatively affect culture. They also lead to higher turnover.

At Spectra360, we are combatting these concerns by leaning on our trusted network of experienced employees, whether for temp or temp-to-hire positions. We also look to our network for referrals. Our methodologies put people to work faster, in roles they know so that risks are lower, culture is improved, and retention increases. This is just one way we help our clients.

BURNOUT

The light industrial workplace is overwhelmed and has been since Q1 2020. These stressors are not going anywhere, but having a supportive work environment can help.

Spectra360 takes care to support our onsite teammates, making sure they are recognized for their work, ensuring they are happy, but challenged, and checking in with their onsite manager(s) to be sure they are a good fit for the company. We understand that our service is only as good as our team, and we will do everything in our power to create the best team possible.



Increasing employee support at Google led to a 37% productivity increase.



Happiness overall increases productivity by around 12%*

*https://warwick.ac.uk/newsandevents/pressreleases/new_study_shows/



About Spectra360

Named among
the Fastest-
Growing Staffing
Companies in
America.

Expertise in
Warehousing &
Distribution
Manufacturing &
Production
Office & Administration

Spectra360 is an invaluable asset when it comes to all your staffing needs. Not only can we ensure that our employees are qualified for the position, but we recommend each employee based on how they would fit into your company for their benefit and yours.

With locations across California, Arizona, Nevada, Washington & Oregon, Spectra360 is ideally-located to meet the needs of companies within the Western United States.

Get a free quote today,
www.spectra360.com/quote



Verticals

The salary guide is broken down by vertical first and then by location. To view each vertical, please click the link below.



01 Warehousing & Distribution

- [A. San Francisco Bay Area](#)
- [B. Greater Sacramento Area](#)
- [C. Southern California](#)



02 Manufacturing & Production

- [A. San Francisco Bay Area](#)
- [B. Greater Sacramento Area](#)
- [C. Southern California](#)



03 Office & Administration

- [A. San Francisco Bay Area](#)
- [B. Greater Sacramento Area](#)
- [C. Southern California](#)



WAREHOUSING & DISTRIBUTION

THE SAN FRANCISCO BAY AREA

Counter Sales/Warehouse Bay Area	\$22 - \$26
Facilities Maintenance Bay Area	\$25 - \$30
Forklift Operator Bay Area	\$22-25
General Machinist Bay Area	\$24-30
General Production Workers Bay Area	\$21 - \$25
Installation Technician Bay Area	\$23 - \$26
Inventory Control Bay Area	\$25 - \$30
Machine Operator Bay Area	\$23 - \$30
Material Handler Bay Area	\$21 - \$24
Material Handler Lead/Supervisor Bay Area	\$27+
Receiving Specialist Bay Area	\$21 - \$24
Rider Pallet Jack Operator Bay Area	\$21 - \$24
Sanitation Bay Area	\$21 - \$24
Shipping & Receiving Bay Area	\$21 - \$24
Warehouse Associate Bay Area	\$21 - \$24
Warehouse Clerk Bay Area	\$21 - \$24
Warehouse Manager Bay Area	\$100K+
Warehouse Packer Bay Area	\$21 - \$24

WAREHOUSING & DISTRIBUTION

THE GREATER SACRAMENTO AREA

Warehouse Packer Greater Sacramento Area	\$19 - \$20
Counter Sales/Warehouse Greater Sacramento Area	\$20 - \$22
Facilities Maintenance Greater Sacramento Area	\$20+
Forklift Operator Greater Sacramento Area	\$20+
General Machinist Greater Sacramento Area	\$20
General Production Worker Greater Sacramento Area	\$19 - \$20+
installation Technician Greater Sacramento Area	\$22+
Inventory Control Greater Sacramento Area	\$21+
Machine Operator Greater Sacramento Area	\$20 - \$22
Material Handler Greater Sacramento Area	\$20 - \$22
Material Handler Lead/ Supervisor Greater Sacramento Area	\$24+
Receiving Specialist Greater Sacramento Area	\$20+
Rider Pallet Jack Operator Greater Sacramento Area	\$20+
Sanitation Greater Sacramento Area	\$20
Shipping & Receiving Greater Sacramento Area	\$21
Warehouse Associate Greater Sacramento Area	\$19 - \$20
Warehouse Clerk Greater Sacramento Area	\$19 - \$20
Warehouse Manager Greater Sacramento Area	\$80,000 - \$129,000
Warehouse Manager/Supervisor	\$78,000 - \$86,840





WAREHOUSING & DISTRIBUTION

SOUTHERN CALIFORNIA

Warehouse Packer SoCal	\$17 - 19
Counter Sales/Warehouse SoCal	\$19 - 21
Facilities Maintenance SoCal	\$18 - 20
Forklift Operator SoCal	\$19 - 21
General Machinist SoCal	\$21 - 23
General Production Worker SoCal	\$18 - 20
Installation Technician SoCal	\$19 - 21
Inventory Control SoCal	\$18 - 20
Machine Operator SoCal	\$21 - 23
Material Handler Lead/ Supervisor SoCal	\$23 - 25
Material Handler SoCal	\$18 - 20
Receiving Specialist SoCal	\$18 - 20
Rider Pallet Jack Operator SoCal	\$20 - 22
Sanitation SoCal	\$18 - 20
Shipping & Receiving SoCal	\$19 - 21
Warehouse Associate SoCal	\$18 - 20
Warehouse Clerk SoCal	\$18 - 20
Warehouse Manager/ Supervisor SoCal	\$70 - 120K

MANUFACTURING & PRODUCTION

THE SAN FRANCISCO BAY AREA

Fabrication Technician Bay Area	\$25 - \$35
Production Electronic Technician Bay Area	\$32
Production Engineering Tech Bay Area	\$35+
Technician I Bay Area	\$23 - \$25
Technician II Bay Area	\$25 - \$27
Technician III Bay Area	\$27 - \$30

Spectra360 has been a tremendous help in supporting our staffing needs. They are prompt, courteous, and the personal service they provide is something you don't find with any other agency.



MANUFACTURING & PRODUCTION

THE GREATER SACRAMENTO AREA

Fabrication Technician Greater Sacramento Area	\$24+
Production Electronic Technician Greater Sacramento Area	\$22+
Production Engineering Tech Greater Sacramento Area	\$24+
Technician I Greater Sacramento Area	\$21+
Technician II Greater Sacramento Area	\$22+
Technician III Greater Sacramento Area	\$23+





MANUFACTURING & PRODUCTION

SOUTHERN CALIFORNIA

Fabrication Technician SoCal	\$20 - \$22
Production Electronic Technician SoCal	\$20 - \$22
Production Engineering Tech SoCal	\$23 - \$25
Technician I SoCal	\$19 - \$21
Technician II SoCal	\$21 - \$23
Technician III SoCal	\$23 - \$25

OFFICE & ADMINISTRATION

THE SAN FRANCISCO BAY AREA

Administrative Assistant Bay Area	\$24 - \$32
Customer Service Bay Area	\$24 - \$33
Office Administration Bay Area	\$24 - \$34
Recruiter Bay Area	\$75K - \$85K
Supply Chain Manager/Director Bay Area	\$160K+
Office Manager Bay Area	\$56K - \$95K
Executive Assistant Bay Area	\$56K - \$97K
Receptionist Bay Area	\$38K - \$52K
Front Desk Coordinator Bay Area	\$39K - \$55K

**List Your Hardest-to-Fill
Vacancy and See How Fast
We Fill It!**

www.spectra360.com/list-your-job-vacancy/

OFFICE & ADMINISTRATION

THE SAN FRANCISCO BAY AREA

Human Resources Manager	\$88K - \$140K
Purchasing Agent	\$62K - \$85K
Purchasing Procurement Director/Manager	\$90K - 130K
Accounting Assistant	\$50 - \$66K
Accounts Payable/Receivable Clerk	\$46 - \$65
Accounting Manager	\$82 - \$137K
Payroll Specialist	\$55 - \$73K
Financial Analyst	\$85K - \$132K
Bookkeeper	\$53K - \$75K
Estimator - Construction	\$67 - \$86K
Estimator - Manufacturing	\$90K - \$110K
Purchasing/Buyer	\$63K - \$101K
Quality Assurance Coordinator	\$58K - \$85K
Human Resources Coordinator	\$53K - \$72K
Human Resources Generalist	\$67K - \$102K
Project Manager	\$83K - \$139K
Sales Assistant	\$44K - \$69K
Marketing Coordinator/Assistant	\$56K - \$91K
Marketing Manager	\$95K - \$142K
Marketing Director	\$140K - \$227K
Social Media Manager	\$53K - \$91K
Vice President, Human Resources	\$159K - \$205K
Vice President, Marketing	\$245 - \$403K

OFFICE & ADMINISTRATION

THE GREATER SACRAMENTO AREA

Administrative Assistant Greater Sacramento Area	\$21 - \$25
Customer Service Greater Sacramento Area	\$20 - \$25
Office Administration Greater Sacramento Area	\$20 - \$23+
Recruiter Greater Sacramento Area	\$65,000+
Supply Chain Manager/Director Greater Sacramento Area	\$130,000 - \$149,785
Vice President, General Manager Greater Sacramento Area	\$160,000 - \$203,045
Office Manager Greater Sacramento Area	\$56K - \$95K
Executive Assistant Greater Sacramento Area	\$56K - \$97K
Receptionist Greater Sacramento Area	\$38K - \$52K
Front Desk Coordinator Greater Sacramento Area	\$39K - \$55K

“

Spectra360 has never failed to assist us in producing the results we provide to our customers, on-time delivery; great company, great people, dependable service.

”

OFFICE & ADMINISTRATION

THE GREATER SACRAMENTO AREA

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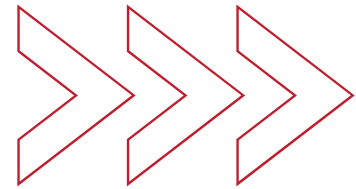


OFFICE & ADMINISTRATION

SOUTHERN CALIFORNIA

Administrative Assistant SoCal	\$21 - \$26
Customer Service SoCal	\$19 - \$24
Office Administration SoCal	\$22 - \$25
Recruiter SoCal	\$65,000+
Supply Chain Manager/Director SoCal	\$90K - \$150K
Vice President, General Manager SoCal	\$185,000+
Office Manager	\$56K - \$95K
Executive Assistant	\$56K - \$97K
Receptionist	\$38K - \$52K
Front Desk Coordinator	\$39K - \$55K

OFFICE & ADMINISTRATION



SOUTHERN CALIFORNIA

Human Resources Manager	\$88K - \$140K
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Social Media Manager	\$53K - \$91K
Vice President, Human Resources	\$159K - \$205K
Vice President, Marketing	\$245 - \$403K

Thanks for reading!

We hope that this salary guide has exceeded your expectations.

At Spectra360, we pride ourselves on going above and beyond the call of duty. If you need help hiring the best staff in the industry, we can help!

Contact Us:

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www.Spectra360.com