

# U.S. Mine Salaries, Wages and Benefits

2018 SURVEY RESULTS

Executive Summary



miningintelligence data

This year, 166 mines in 41 U.S. states, representing over 26,000 mine employees responded to the InfoMine USA, Inc. U.S. mining compensation survey. InfoMine surveys mines throughout the United States, Canada and other parts of the world annually for information about wages, salaries, benefits, and incentive bonus plans as part of an extensive data collection program to monitor cost areas of significance to the mining industry.

The full report contains the results of our latest survey of U.S. metal, industrial mineral, aggregate, and coal mine wages, salaries, benefit plans and employment taxes. Included are wages for hourly employees, salaries for technical, managerial, and administrative personnel, as well as executive compensation. This executive summary is intended to provide an overview of the survey results.

The survey was designed to provide current information for estimating labor costs for new projects, and to provide comparative information for establishing wages and benefit plans for new and existing operations. State and federal employment tax rates are also summarized.

The data is collected by sending questionnaires to personnel managers at active mining operations. The information included in the report was taken from the forms returned to us, from labor contracts provided by some of the mines, and from follow-up telephone calls. This year's data was collected between July 2018 and December 2018. All currency is in U.S. dollars.

The full 207 page report titled *U.S. Mining Salaries, Wages and Benefits, 2018 Survey Results* is available from InfoMine USA, Inc.

## MINE WAGE AND BENEFIT SURVEY

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Listed in the full report are actual wage and benefit plan summaries for 43 metal mines, 78 industrial mineral/aggregate mines, and 45 coal mines. All of the mines are identified by code number only. The information is presented essentially as provided to us by the mining companies, with minimal analysis or manipulation on our part.

One hundred twenty-two mines provided salary information, of which 35 were metal producers, 58 were industrial mineral and aggregate mines, and 29 were coal mines.

This report also includes executive compensation for 143 Canadian and U.S. mining companies, traded on U.S. stock exchanges.

### Highlights

Of the 166 mines responding, 46 industrial mineral, 28 metal mines, and 20 coal mines increased wages by an average of 2.4%, ranging from 1.5% to 5.0%, in the 12 months preceding the survey. Thirty-two of the industrial mineral mines, 15 of the metal mines, and 25 coal mines showed no change in wages. None of the mines decreased wages in the last 12 months. Eighty mines offered their employees the opportunity to increase wages through incentive bonus plans.

In addition to standard benefit items, some companies offer employee assistance programs, safety equipment and tool allowances, uniform rental, transportation and/or room and board for remote mine sites, scholarships for dependent children, education and training assistance, adoption assistance, matching charitable gift programs, health club memberships, and a variety of other innovative benefits. One mine reported offering big game hunting privileges to employees and family as a benefit, while another offered pet insurance.

Many mines pay cash bonuses for good safety performance. The most common type is a fixed bonus for achieving an accident-free record for a specified period of time. Some mines penalize workers by reducing other bonuses when lost-time accidents occur. The penalties may be imposed on the individual at fault, on a department, or on the entire mine. Other mines pay bonuses based on improvement over historical averages, or they may tie the bonus to production as a fixed award per ton of ore produced if no lost-time accidents occur. Some mines pay an attendance bonus. Details of these bonus plans and other benefits are presented in the full report.

## BENCHMARK HOURLY WAGES

Wages for selected job classifications are listed in table 1 for comparison purposes. Other statistical tables comparing wages for union and nonunion mines, eastern versus western mines and by commodity are presented in the full report. The job categories listed were selected because they are readily recognized and are common to many mines.

Responsibilities included under the same title can vary considerably, and similar jobs can have varying titles from mine to mine. The jobs were categorized on the basis of job title only.

Additional tables are presented in the full report.

**TABLE 1. Benchmark Hourly Base Wages for Selected Job Titles: Surface and Underground Mines** Extracted from *U.S. Mining Salaries, Wages & Benefits, 2018 Survey Results*. (U.S. \$ per hour)

	<b>Metal Mines</b>	<b>Coal Mines</b>	<b>Other Mines<sup>1</sup></b>
<b>Job Title</b>	<b>Average</b>	<b>Average</b>	<b>Average</b>
<b>Surface Mines (27 metal mines, 22 coal mines, 70 industrial mineral mines)</b>			
Electrician	32.78	32.64	28.31
Heavy Equipment Operator	30.28	29.20	23.23
Production Truck Driver	27.09	28.21	20.98
Laborer	23.68	25.69	20.80
<b>Underground Mines (16 metal mines, 23 coal mines, 8 industrial mineral mines)</b>			
Mechanic	29.62	30.16	24.19
Miner	26.49	30.08	22.66
UG Equipment Operator	26.28	28.76	22.44
Underground Laborer	22.43	25.90	20.31
<b>Milling Operations (All mines)</b>			
Mill Equipment Operator	28.73	28.64	24.02
Mill Laborer	22.79	25.84	21.50

<sup>1</sup> Other Mines include industrial Mineral mines and Aggregate operations.

## 2018 U.S. METAL AND INDUSTRIAL MINERAL MINE SALARY SURVEY

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Along with the wage and benefit information reported in the full report, our survey also gathered information about salaries for technical, managerial, and administrative personnel.

Of the 166 metal, industrial mineral, and coal mines responding to this year's wage survey, One hundred twenty-two mines and corporate offices provided salary information. Salaries by job title are listed for each of these mines in the full report.

None of the mines are named, but most are identified by type of mine (surface or underground), annual production, number of employees and geographic locale. Represented are 28 underground operations and 94 surface mines, ranging in size from less than 100,000 to

over 5,000,000 tons ore or product mined annually.

A statistical summary of some of the salary survey results is presented in table 2. Other job titles in the full report include: chief engineer, chief geologist, mill superintendent, maintenance superintendent, mill foreman, chemist, metallurgist, purchasing agent, environmental coordinator, personnel manager, accountant, secretary and more.

Additional statistical tables comparing salaries at underground and surface mines, industrial mineral versus metal mines, and within regions (Eastern, Midwestern, Rocky Mountain and Western) are available in the full report.

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**TABLE 2. Summary of Annual Base Salaries for Selected Job Titles: All U.S.** Extracted from *U.S. Mining Salaries, Wages & Benefits, 2018 Survey Results*. (U.S. \$ per year)

	<b>Total</b>	
Number of Mines:	122	
<b>Job Title:</b>	<b>Range</b>	<b>Average</b>
<b>General Manager</b>	55,100 - 286,300	191,400
<b>Mine Manager</b>	44,000 - 214,800	138,000
<b>Mine Superintendent</b>	83,500 - 165,600	109,700
<b>Mine Foreman</b>	60,900 - 150,000	92,300
<b>Mine Engineer</b>	57,000 - 150,000	88,400
<b>Mine Geologist</b>	64,000 - 178,600	83,900

## U.S. MINING EXECUTIVE COMPENSATION

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Public companies must disclose information concerning the amount and type of compensation paid to the chief executive officer, chief financial officer, and the three other most highly compensated executives in the company.

This year information from 143 U.S. and Canadian metal and industrial mineral mining companies, traded on U.S. stock exchanges, was reported. This information is reported by company size. Additional tables are available in the full report.

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**TABLE 3. 2017 Annual Executive Compensation for Selected Job Titles at 7 U.S. Headquartered Metal and Industrial Mineral Mining Companies: Size of Issuer \$100,000,001 - 500,000,000.** Extracted from *U.S. Mining Salaries, Wages & Benefits, 2018 Survey Results*. (U.S. \$ per year)

		Salary	Total Compensation
President	Maximum	\$600,000	\$4,528,700
	Minimum	270,000	468,700
	Average	392,000	1,564,700
Vice President	Maximum	330,000	1,481,100
	Minimum	154,200	322,300
	Average	225,100	681,700