



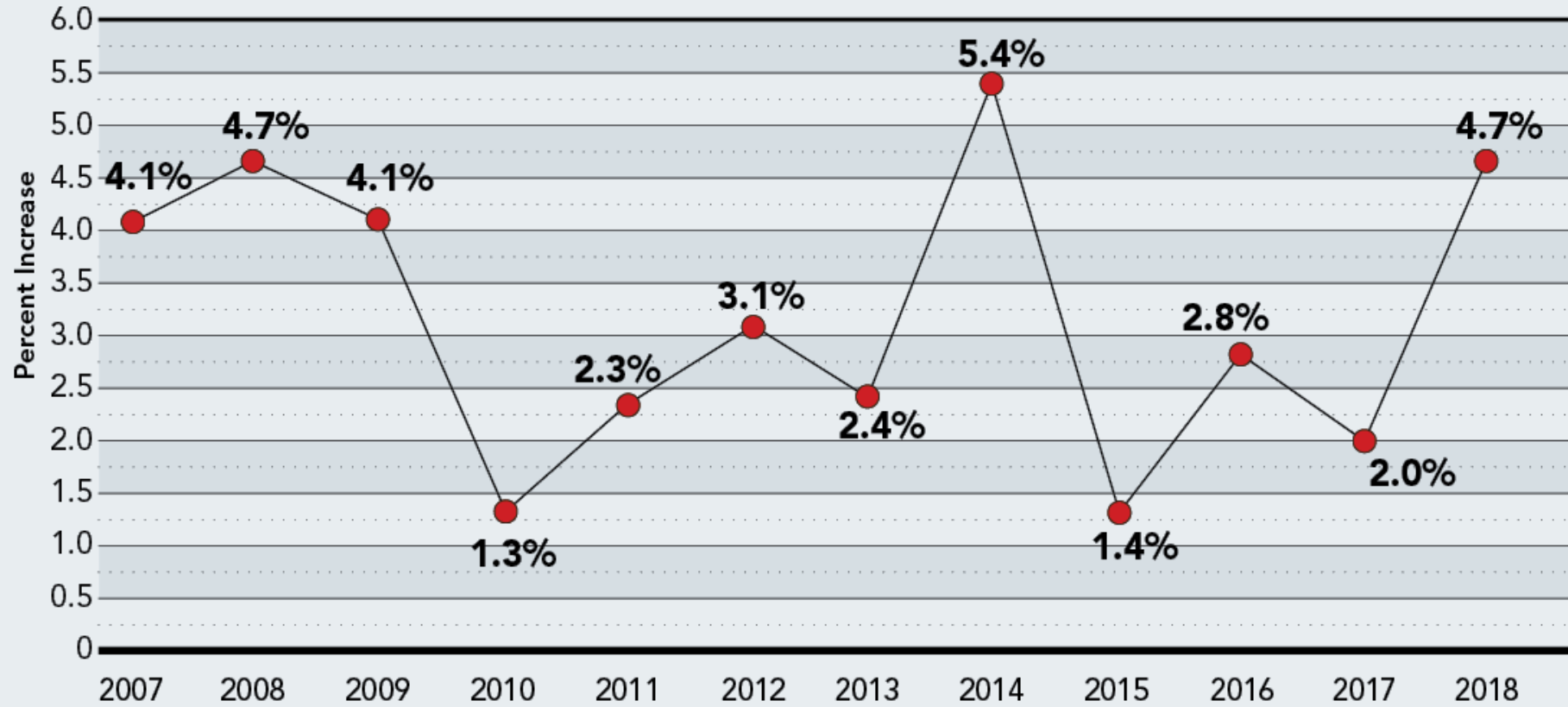
# STACKING UP THE COMPENSATION

**ERIN KIRSCHENMANN**

**WINE BUSINESS MONTHLY**



**FIGURE 1: Average Increase in Base Salaries** (year-to-year)



Source: 2018 WBM Salary Survey

# POWER INDUSTRIES

Rank	Industry	Q2 2018 Wage Growth
1	Finance & Insurance	2.4%
2	Nonprofits	2.3%
3	Technology	2.1%
4	Engineering & Science	2.0%
5	Agencies & Consultancies	1.3%
6	Real Estate	1.2%
7	Arts, Entertainment & Recreation	1.0%
8	Health Care	0.8%
9	Retail and Customer Service	0.6%
10	Manufacturing	0.5%
11	Construction	0.3%
12	Education	0.2%

Source: The Payscale Index, Q2 2018

## COMPANY SIZE

2017	Rank	Company Size	Q2 2017 YOY Wage Growth
	1	Small Companies	2.6%
	2	Medium Companies	2.3%
	3	Large Companies	2.1%

2018	Rank	Company Size	Q2 2018 YOY Wage Growth
	1	Large Companies	1.4%
	2	Medium Companies	1%
	3	Small Companies	0.3%

**FIGURE 4: Average Base Salaries for Wineries Producing Fewer than 50,000 Annual Cases**

Case Production	< 2,499	2,500 - 4,999	5,000 - 9,999	10,000 to 24,999	25,000 to 49,999
Top Sales (executive VP Sales/ national sales manager)	\$56,142	\$68,795	\$76,268	\$87,659	\$110,062
Winemaker 1	\$73,658	\$81,270	\$98,681	\$95,765	\$105,334
Vineyard Manager	\$58,133	\$57,949	\$67,172	\$79,141	\$87,561
Office Manager	\$52,308	\$53,286	\$58,238	\$57,607	\$65,544
Tasting Room Manager	\$46,552	\$48,437	\$53,631	\$53,594	\$61,328
Wine Club Manager	\$55,571	\$51,140	\$57,908	\$52,922	\$59,355

## Base Salaries

<b>Major California Occupations</b>	<b>Mean Hourly Wage (\$)</b>	<b>Mean Annual Salary (\$)</b>
Management	63.57	132,220
Business and Financial Operations	40.14	83,500
Computer and Mathematical	50.66	105,380
Architecture and Engineering	47.87	99,580
Life, Physical, and Social Science	39.67	82,510
Community and Social Service	26.44	55,000
Legal	62.09	129,140
Education, Training, and Library	30.59	63,620
Arts, Design, Entertainment, Sports, and Media	34.88	72,550
Healthcare Practitioners and Technical	46.22	96,130
Healthcare Support	17.83	37,100
Protective Service	28.30	58,860
Food Preparation and Serving Related	13.59	28,270
Building and Grounds Cleaning and Maintenance	15.86	32,980
Personal Care and Service	13.85	28,810
Sales and Related	20.91	43,500
Office and Administrative Support	20.11	41,820
Farming, Fishing, and Forestry	12.61	26,240
Construction and Extraction	27.89	58,010
Installation, Maintenance, and Repair	25.33	52,680
Production	18.48	38,430
Transportation and Material Moving	18.26	37,970
All Occupations	27.50	57,190

# SONOMA COUNTY

Annual  
Expenses  
\$62,044

- Top Sales  
\$86,926
- Tasting Room Manager  
\$62,636
- Office Manager  
\$58,631
- Vineyard Manager  
\$73,686
- Wine Club Manager  
\$61,523
- Winemaker  
\$105,741

# SONOMA COUNTY

Occupational Area	Typical Annual Salary
Management	\$118,270
Legal	\$111,310
Healthcare Practitioners and Technical	\$93,680
Architecture and Engineering	\$92,820
Computer and Mathematical	\$90,200
Life, Physical, and Social Science	\$84,970
Business and Financial Operations	\$76,580
Protective Service	\$63,940
Education, Training, and Library	\$61,480
Construction and Extraction	\$60,550
Arts, Design, Entertainment, Sports, and Media	\$60,280
Installation, Maintenance, and Repair	\$55,890
Community and Social Service	\$54,000
Sales and Related	\$43,050
Office and Administrative Support	\$43,010
Healthcare Support	\$41,930
Production	\$41,010
Transportation and Material Moving	\$37,840
Building and Grounds Cleaning and Maintenance	\$34,850
Farming, Fishing, and Forestry	\$32,370
Personal Care and Service	\$30,240
Food Preparation and Serving Related	\$29,340



# NAPA COUNTY

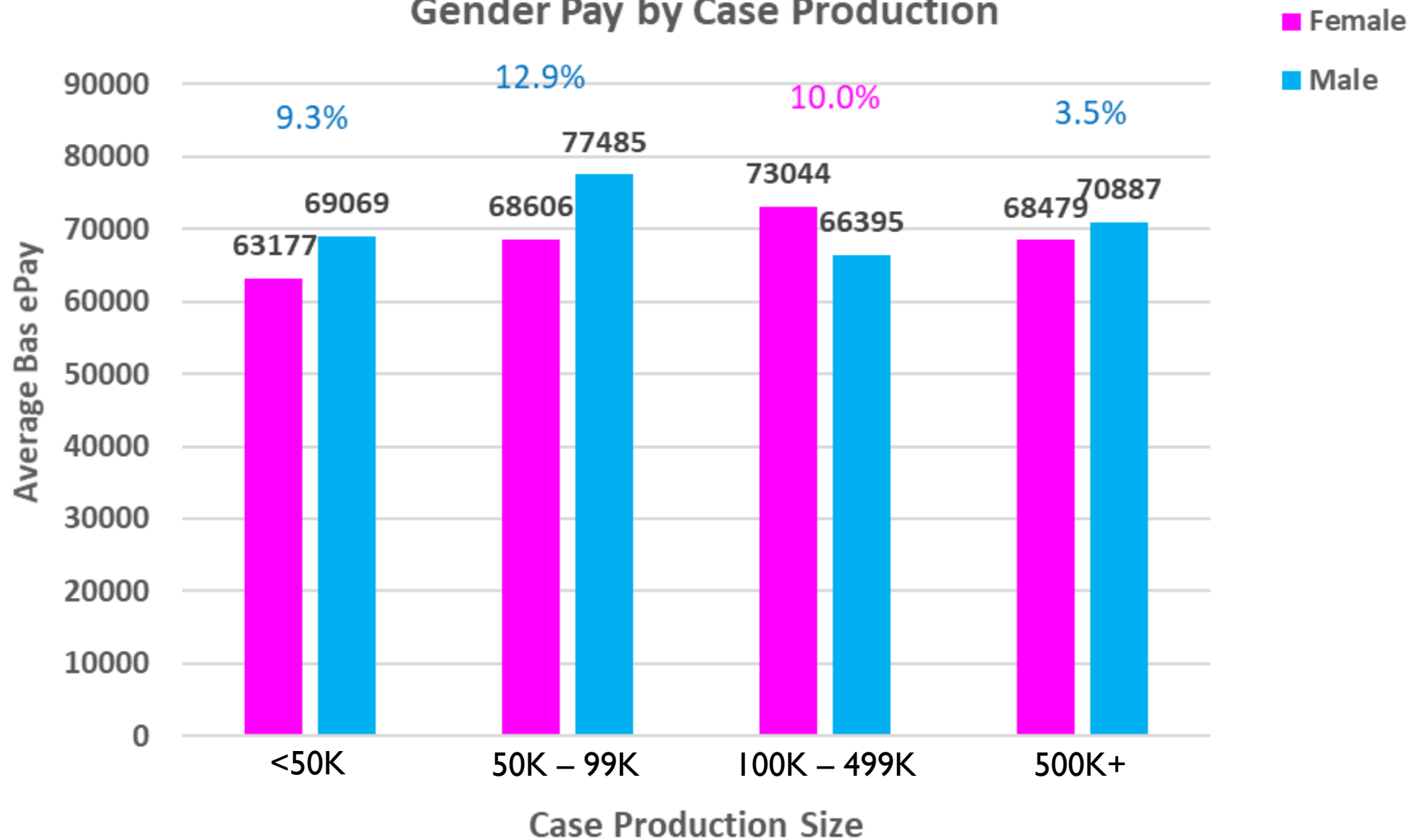
Annual  
Expenses  
\$62,400

- Winemaker  
\$108,781
- Top Sales  
\$95,657
- Tasting Room Manager  
\$65,837
- Office Manager  
\$66,286
- Vineyard Manager  
\$85,767
- Wine Club Manager  
\$66,501

# NAPA COUNTY

Occupational Area	Typical Annual Salary
Management	\$128,390
Legal	\$122,540
Healthcare Practitioners and Technical	\$104,980
Architecture and Engineering	\$87,410
Computer and Mathematical	\$85,680
Life, Physical, and Social Science	\$83,980
Business and Financial Operations	\$83,740
Education, Training, and Library	\$61,210
Community and Social Service	\$61,140
Construction and Extraction	\$60,910
Protective Service	\$56,710
Arts, Design, Entertainment, Sports, and Media	\$54,680
Installation, Maintenance, and Repair	\$53,900
Production	\$45,160
Office and Administrative Support	\$43,270
Sales and Related	\$42,950
Healthcare Support	\$40,640
Transportation and Material Moving	\$35,760
Farming, Fishing, and Forestry	\$34,270
Food Preparation and Serving Related	\$32,520
Building and Grounds Cleaning and Maintenance	\$31,580
Personal Care and Service	\$29,350

## Gender Pay by Case Production





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