

Wine Industry Compensation Survey



2019 Summary Report

Report ID =

REPRESENTS: Employee Weighted Average

PAY TYPE DISPLAYED: Annual Rate

WMG Job Title	Average Current Annual Base Pay	Most Recent Average FY Bonus Payout	Most Recent FY Other Cash Payout	Average Current Annual Compensation	Average Target Bonus Percent of Current Base	Total Number of Incumbents	Total Number of Companies
20010 Vineyard Worker 1	\$31,959	\$843		\$32,203		308	34
20020 Vineyard Worker 2	\$35,573	\$1,893	\$1,154	\$36,347	7.06%	453	46
20030 Vineyard Worker 3	\$39,341	\$2,073	\$1,778	\$40,183	4.89%	190	37
20040 Vineyard Worker Lead	\$48,307	\$2,885		\$50,035	5.83%	90	32
21110 Viticulturist Technician 1	\$51,081			\$51,427	5.83%	17	15
21130 Viticulturist Technician 2	\$56,084	\$3,040		\$58,026		20	13
22110 Viticulturist 2	\$64,638	\$4,705		\$66,033	11.0%	26	15
22130 Viticulturist 3	\$89,427	\$9,918		\$94,231	8.77%	24	18
22200 Vineyard Supervisor/Foreman	\$57,664	\$3,534	\$1,828	\$59,544	8.35%	198	56
22210 Vineyard Manager	\$99,371	\$9,334	\$1,917	\$105,988	12.11%	115	55
22230 Vineyard Director	\$142,160	\$20,412		\$158,311	18.85%	40	37
23130 Grower Relations Representative	\$77,450	\$3,866		\$79,000	8.85%	48	26
23220 Grower Relations Manager	\$102,278	\$9,050		\$109,070	11.17%	9	8
23230 Grower Relations Director	\$117,043	\$18,016	\$2,860	\$131,444	15.86%	42	27
24020 Tractor Driver 1	\$39,038			\$39,810		80	14
24030 Tractor Driver 2	\$41,817	\$1,770		\$42,942	5.38%	78	17
25030 Irrigator	\$34,904	\$1,921		\$36,023	5.0%	49	15
26030 Recordkeeper/Inventory Analyst	\$52,987	\$3,197	\$2,934	\$54,745	5.89%	69	27
26210 Inventory Control Manager	\$86,435	\$8,494		\$94,967	11.64%	13	11