



Q3 2022

Wage Report – Cincinnati, OH

Created by WagePage
in partnership with Upshift



Find out how much workers are getting paid

The Q3 Wage Report was created to give an overview of the labor market in Cincinnati, Ohio. On the next pages, we are presenting data from industries and various job types in these cities.

Inside the report, you will find detailed information about average and median hourly wages for the most popular positions in the Cincinnati market, as well as a high-level view of employee wages in different industries.

We present the data to help businesses make informed decisions on setting employee wages, which in turn helps attract potential job candidates.

How have we collected this data?

Thanks to **our partnership with Upshift**, a leading labor marketplace, **we are able to collect real-time, supporting data for workers in various industries and positions**. These are verified rates being paid today to Upshift workers in a wide variety of positions.

Offering accurate and attractive wages helps fill the applicant pool

As companies begin to compete for a scarce pool of labor, wages are rising quickly and many hourly workers are aware of this and are no longer wary of changing jobs for a better-paid position.

With more transparency on the current market rates, offering **competitive wages and accurate data** is one of the best ways to make sure you can attract enough job candidates.





Cincinnati, OH

Overview of industries

Industry	Average Hourly Wage	Median Hourly Wage
Caterer	\$19.26	\$20.00
Food Service	\$18.64	\$18.00
Clubs	\$18.61	\$18.00
Large Venue	\$18.13	\$18.00
Hotel	\$16.97	\$17.00
Education	\$16.75	\$16.00
Manufacturer	\$15.17	\$15.00
Assisted Living	\$14.59	\$15.00
Fulfillment/Distribution	\$14.48	\$14.00

Industries we collected data for

We were able to collect data on the following industries: Caterer, Food Service, Clubs, Large Venue, Hotel, Education, Manufacturer, Assisted Living, and Fulfillment/Distribution.

Highest and lowest wages

Average Hourly Wages range between \$14.48 and \$19.26, with the lowest wages being paid in Fulfillment/Distribution, and the highest being paid in the Catering industry.



Average and median differences

Average and Median Hourly Wages had moderately high discrepancies in most of the industries, which indicates significant differences between positions in the given industry. The highest discrepancies could be observed in Catering, Food Service and Club industries.

Highest paid industries



Catering

\$19.26/hr on average



Food Service

\$18.64/hr on average



Clubs

\$18.61/hr on average

Hospitality jobs

Overview of hourly wages per job type

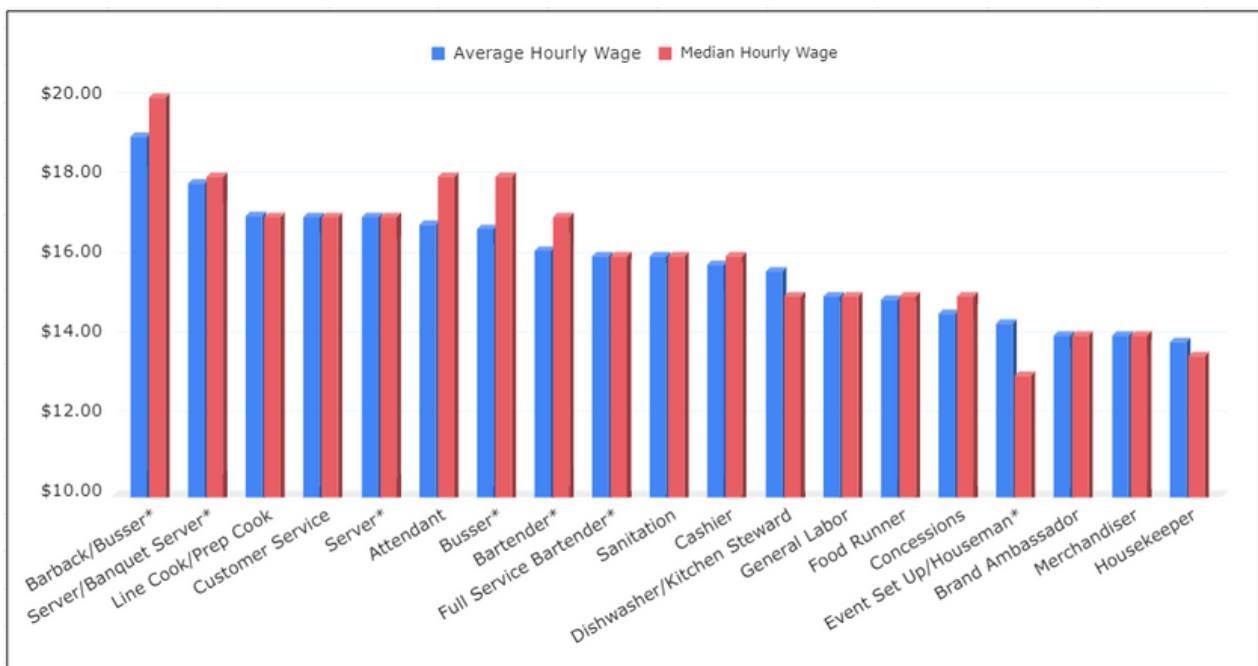
Job Type	Average Hourly Wage	Median Hourly Wage
Barback/Busser*	\$19.00	\$20.00
Server/Banquet Server*	\$17.83	\$18.00
Line Cook/Prep Cook	\$17.01	\$17.00
Customer Service	\$17.00	\$17.00
Server*	\$17.00	\$17.00
Attendant	\$16.81	\$18.00
Busser*	\$16.70	\$18.00
Bartender*	\$16.14	\$17.00
Full Service Bartender*	\$16.00	\$16.00
Sanitation	\$16.00	\$16.00
Cashier	\$15.80	\$16.00
Dishwasher/Kitchen Steward	\$15.61	\$15.00
General Labor	\$15.00	\$15.00
Food Runner	\$14.91	\$15.00
Concessions	\$14.56	\$15.00
Event Set Up/Houseman*	\$14.32	\$13.00
Brand Ambassador	\$14.00	\$14.00
Merchandiser	\$14.00	\$14.00
Housekeeper	\$13.85	\$13.50

Positions we collected data for

We were able to collect data on a wide array of positions, with Housekeeper being the lowest paid position with an average of \$13.85 paid per hour of work, and Barback/Busser position being the highest paid, with \$19 on average.

Average and Median differences

Average Hourly Wages and Median Hourly Wages were close in most of the presented cases. Median being higher than average means that one or more employers set wages significantly lower than market appropriate, while average being higher than median means that wages were set higher than they needed to be.



Highest paid jobs in Hospitality industry



Barback/Busser
\$19/hr on average*



**Server /
Banquet Server**
\$17.83/hr on average



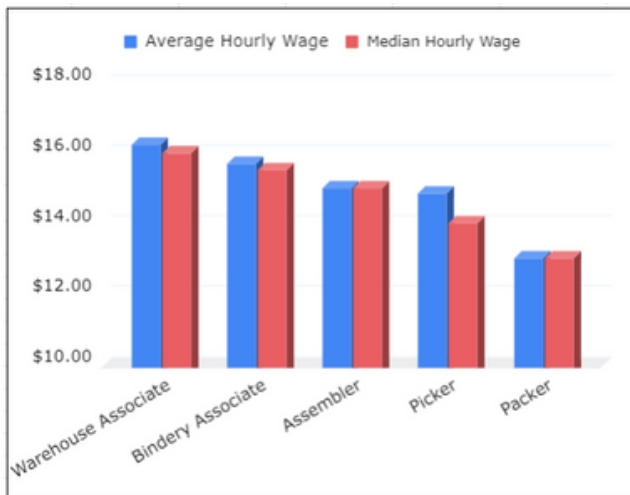
**Line Cook /
Prep Cook**
\$17.01/hr on average*

* presented wages are non-tipped

Light Industrial jobs

Overview of hourly wages per job type

Job Type	Average Hourly Wage	Median Hourly Wage
Warehouse Associate	\$16.22	\$16.00
Bindery Associate	\$15.68	\$15.50
Assembler	\$15.00	\$15.00
Picker	\$14.84	\$14.00
Packer	\$13.00	\$13.00



Positions we collected data for

We were able to collect data on the following job types: Warehouse Associate, Bindery Associate, Assembler, Picker, and Packer

Highest and lowest wages

Average Hourly Wages ranged between \$13 paid to Packers and \$16.22 paid to Warehouse Associates

Average and median differences

Average Hourly Wages and Median Hourly Wages were close in all job types except for Bindery Associates, which means employers are matching market wages closely most of the time.

Highest paid jobs in Light Industrial sector



Warehouse Associate

\$16.22/hr on average



Bindery Associate

\$15.68/hr on average



Assembler

\$15/hr on average



Conclusions

After reviewing the Industry and Job Type Average and Median Hourly Wages, we can conclude the following for the Cincinnati, OH market in Q3 2022:

- The industry with the **highest hourly wages was Catering**, with Median Hourly Wages sitting at \$20.00.
- The industry with the **lowest hourly wages was Fulfillment/Distribution** with Median Hourly Wages sitting at \$14.48.
- The **highest-paid job** in the market was Barback/Busser, with a \$20.00 median being paid for an hour of work.
- The **lowest-paid job** in the market was Packer, with a \$13.00/hr median wage.

Summary

The best-paid jobs in Q3 2022 were in the Hospitality industry, with Barback/Busser, Server/Banquet Server, and Line Cook/Prep Cook being the highest-paid positions across the Cincinnati labor market.

Average Hourly Wage and Median Hourly Wage were very similar across all job types, with a few exceptions noted in their respective chapters. What these exceptions indicate is that **certain positions are either highly overpaid or underpaid due to either lack of information or other differentiating factors.**

What we hope to achieve with this report is to **help employers make informed and accurate decisions** on setting wages for hiring workers.

