

**THE  
EAST CENTRAL INDIANA  
AREA  
WAGE & FRINGE BENEFITS  
SURVEY REPORT**

**April, 2017**

**Compiled and Produced by**

**THE PATHFINDERS**



**Dallas, Texas**

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## INTRODUCTION

The 2017 East Central Indiana Area Wage and Fringe Benefits Survey was sponsored by the East Central Indiana Regional Partnership. The online survey was conducted through a survey website, Qualtrics, and hosted by the Center for Communication Research at Texas Tech University, with resulting data compiled by The Pathfinders, a Texas-based consulting firm. Counties included in the survey area were Blackford, Delaware, Fayette, Grant, Henry, Jay, Madison, Randolph, Rush, and Wayne.

**Please note that some of the companies responding to the survey did not answer all the questions; therefore, the total number of responses for each question will not always equal the total number of participants. Percentages are based on those responding. Rounding is utilized.**

Information from participating companies is held in confidence; however, general information regarding this survey can be obtained by contacting The Pathfinders via telephone (972-387-3750) or e-mail ([info@thepathfindersus.com](mailto:info@thepathfindersus.com)).

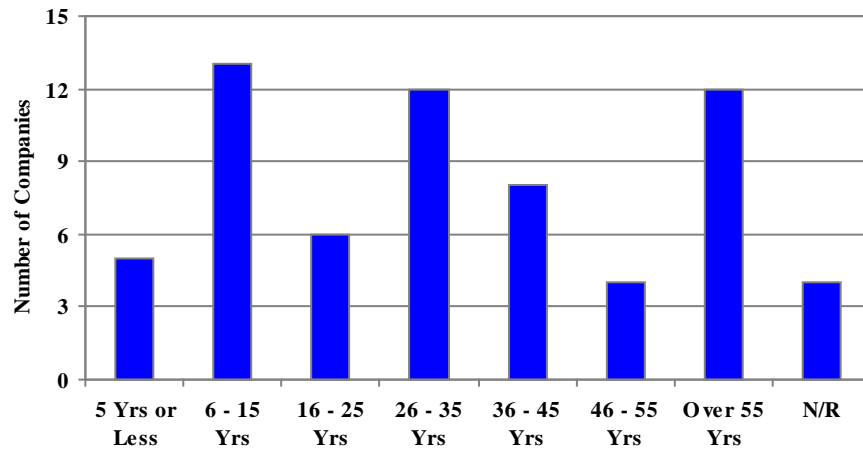
Sixty-four (64) companies participated in the 2017 East Central Indiana Area Wage and Fringe Benefits Survey, representing a reported employment base of approximately 15,000 workers. Participants by NAICS (North American Industry Classification System) codes are shown below.

NAICS Code	Description of Industry	% of Employers
23	Construction	3%
31	Manufacturing and Assembly	68%
48	Transportation, Warehousing, and Logistics	13%
56	Administrative and Support	2%
62	Health Care	8%
81	Other	6%

### GENERAL INFORMATION

The following pages present general information regarding the participating employers including such topics as demographics and hiring policies.

#### PARTICIPATING EMPLOYERS Length of Time in Community



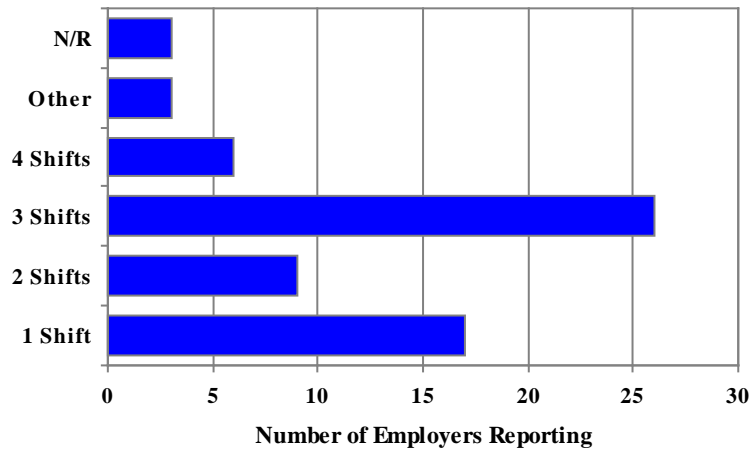
- Seven (7) of the participating employers reported being unionized, with a combined reported average of 75% of their workers belonging to the union. Unions represented included:

United Steel Workers  
 IBEW  
 IN KY OH Carpenters  
 Sheet Metal Workers

### GENERAL INFORMATION

Information on shift work was reported as follows:

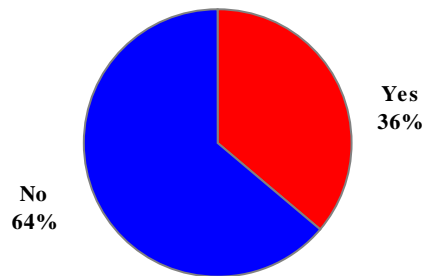
**Number of Shifts Worked**



70% of the participating companies reported shift premiums in dollars/cents with the average premium being \$.55 per hour. Three (3) companies reported shift premiums as a percentage of base pay.

Incentive-based pay was provided by 36% of the participants.

**Does the Company Provide Incentive-Based Pay?**

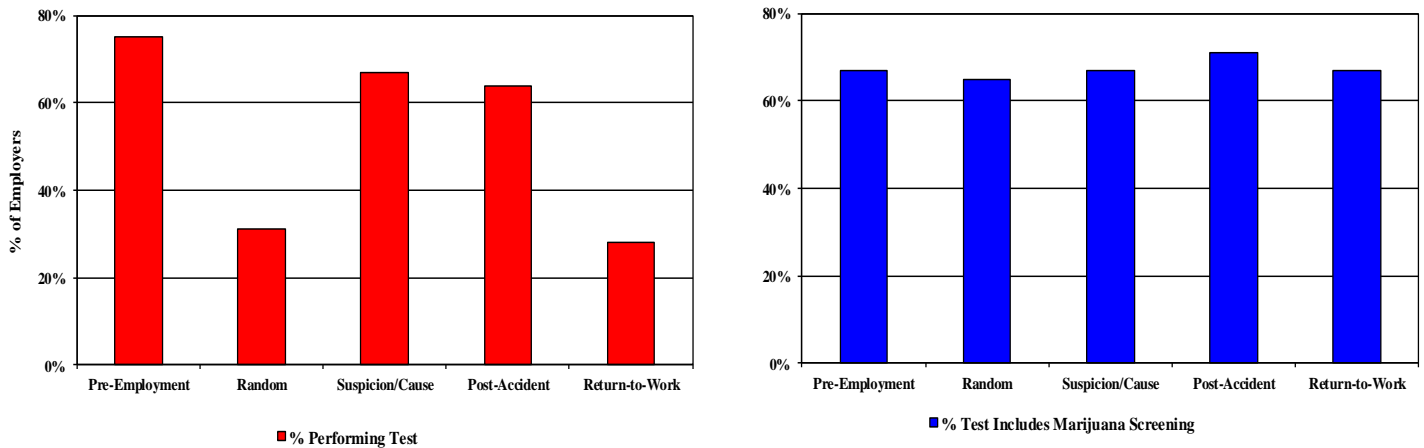


The reported total annual payroll for the participating companies approached \$410,000,000.

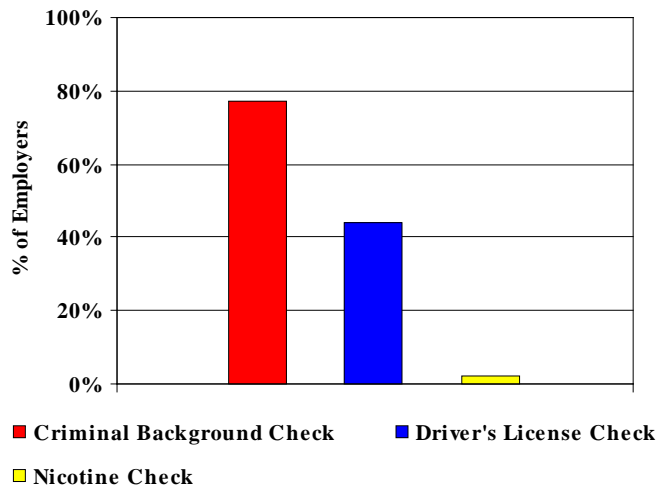
**GENERAL INFORMATION**

Concerning workplace drug testing policies, the participating employers were asked if their companies performed any of the following types of drug testing and whether each test included marijuana screening.

**SUBSTANCE ABUSE TESTING PRACTICES**



Other checks reported by the participating employers include:



**EMPLOYMENT and HIRING**

**PARTICIPATING EMPLOYERS**

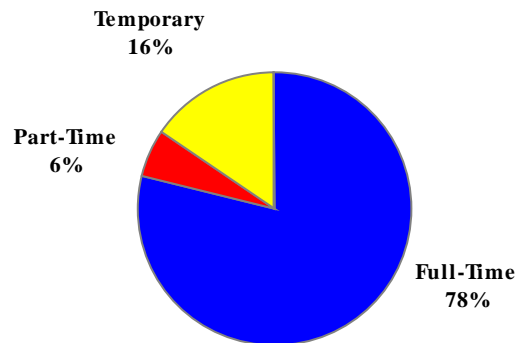
**Total Employment\***



\* Total employment includes full-time, part-time, and temporary

A breakdown of total reported employment is as follows:

**Grand Total Employment**



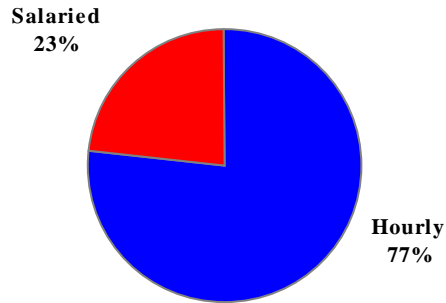
**Reported GRAND TOTAL – Current Employment: 14,588**

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**EMPLOYMENT and HIRING**

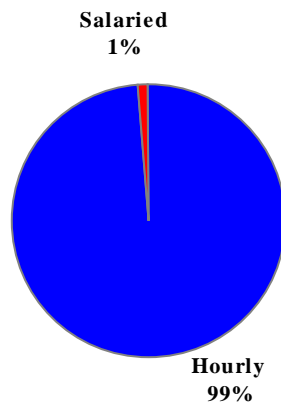
**Reported Current Number of Full-Time Employees: 10,429**

**Full-Time Employees**



**Reported Current Number of Part-Time Employees: 741**

**Part-Time Employees**



**Reported Current Number of Temporary Employees: 2,060**

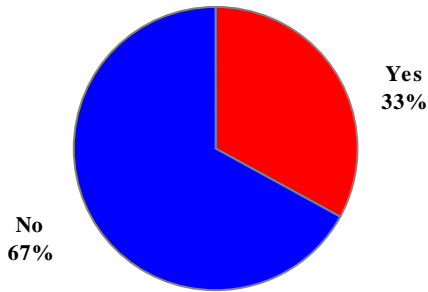
NOTE: Totals are based on actual numbers reported by participants and may not calculate correctly.



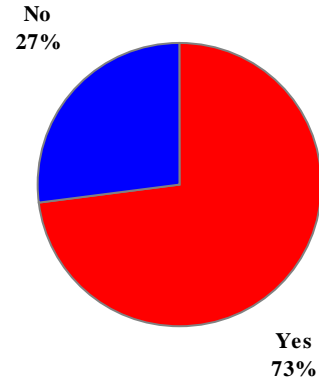
### EMPLOYMENT and HIRING

For those companies using temporary workers, additional information was gathered.

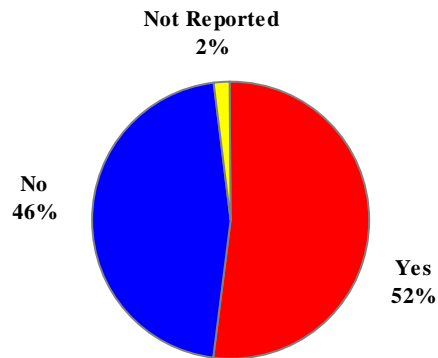
**Does the company use temps only for short-term projects?**



**Does the company screen temps as part of a temp-to-hire policy?**



**Does the company maintain temp workers as part of an ongoing staffing structure?**



## EMPLOYMENT and HIRING

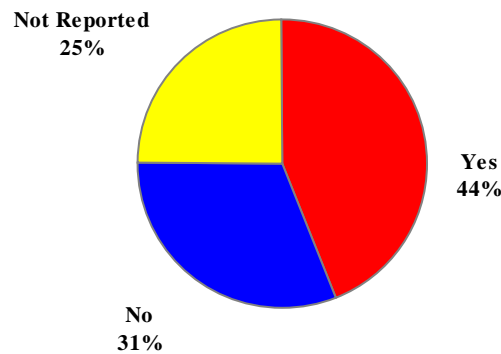
### Other information reported regarding temporary workers:

- Among other things, we are a staffing agency. Employee placement for our clients is one of our primary functions and we utilize temp workers in that capacity.
- For production uses staffing agency for hiring - status is temporary (40 hours) to hired direct in one year
- Mostly used for seasonal or short-term but will temp-to-hire if they are good workers
- New hires are temporary for 60 working days
- Some temps we use in production and possible hire, others are treated more like subs in a program due to their school schedule, etc.
- Temp-to-hire after 90 days (520 Hours)
- Temp-to-perm during our 90-day probationary cycle
- Temporary workers are only hired to sort or re-work parts through staffing agency
- Temps are temp-to-hire. If they can last 90 days and abide by our attendance policy
- We are considering for short projects, but have not done so yet.
- We are investigating the use of temporary workers in the future.
- We currently have no temps - we have hired the most recent temps
- We do not currently use temporary hourly employees, we do use temporary salaried employees at times
- We don't use a lot of temps at this location but usually temp-to-hire if we do.
- We utilize the temp-to-hire agencies and bring on employers full-time if they are a good fit.

## EMPLOYMENT and HIRING

- 44% of the participating employers reported their companies hired felons

**Does the Company Hire Felons?**



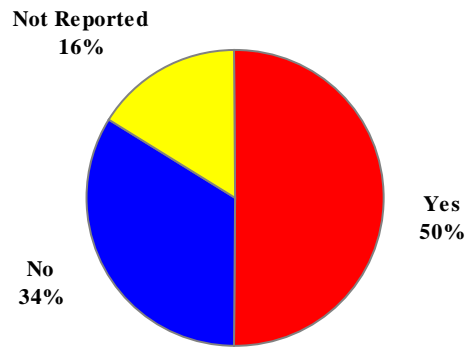
The following circumstances were reported regarding the hiring of felons:

- 5 years post-felony, non-violent, person of recovery
- Case by Case basis
- Depends on circumstances
- Depends on level and number of years since occurrence
- Depends on the type of felony and how long ago it happened
- Level of felony
- Management Review
- Non-Sexual, Non-Abuse, Non-Violent
- Non-violent and non-theft. child support, DUI, etc..
- Non-violent offenders only.
- Non-violent, non-theft, non-drug
- Regardless of level, no violent crimes allowed. Others - must be 5 years clean.
- Time Limit
- We look how recent the felony occurred, what it was for and if it would interfere with their work

**EMPLOYMENT and HIRING**

- With regard to hiring veterans:

**Is Hiring Veterans a Focus of Your Recruitment Efforts?**



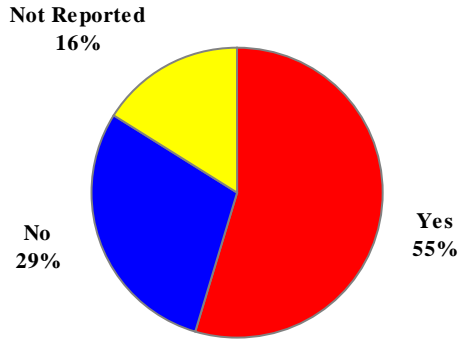
**RECRUITMENT METHODS**

Hourly Workers	% of Employers
Word of Mouth	88%
Internet	73%
Referrals	70%
Staffing/Temp Service	58%
WorkOne	55%
Walk-Ins	50%
Job Fairs	45%
www.indianacareerconnect.com	41%
Newspaper Ads	39%
Colleges	34%
Networking	34%
Job Board/Sign	30%
Recruiters	22%
Radio/TV	19%
Trade Journals	2%
Union Hall	2%

Salaried Workers	% of Employers
Word of Mouth	72%
Internet	72%
Referrals	67%
Recruiters	53%
Networking	44%
Newspaper Ads	39%
Colleges	38%
Job Fairs	33%
Staffing/Temp Service	30%
Job Board/Sign	28%
www.indianacareerconnect.com	27%
Walk-Ins	25%
WorkOne	25%
Radio/TV	17%
Trade Journals	3%
Union Hall	2%

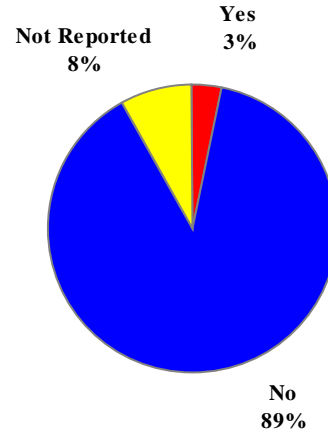
**EMPLOYMENT and HIRING**

**During the next 12 months,  
do you anticipate increasing employment?**



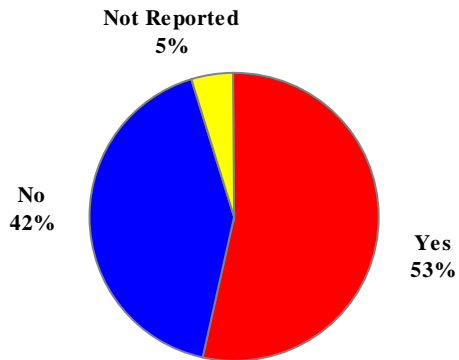
\* Reported increase of over 300 workers

**During the next 12 months,  
do you anticipate decreasing employment?**



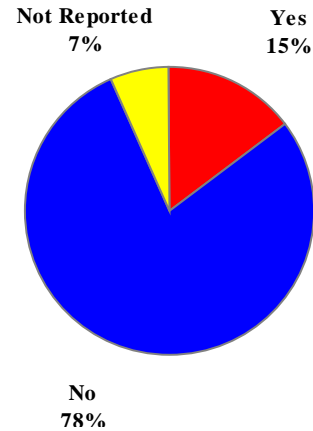
\* Reported decrease of approximately 60 workers

**During the past 12 months,  
did you experience an increase in employment?**



\* Reported increase of over 500 workers

**During the past 12 months,  
did you experience a decrease in employment?**

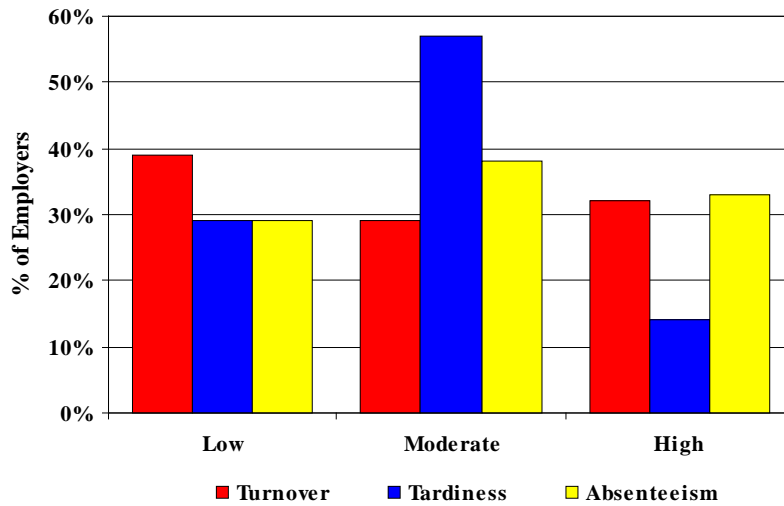


\* Reported decrease of over 200 workers

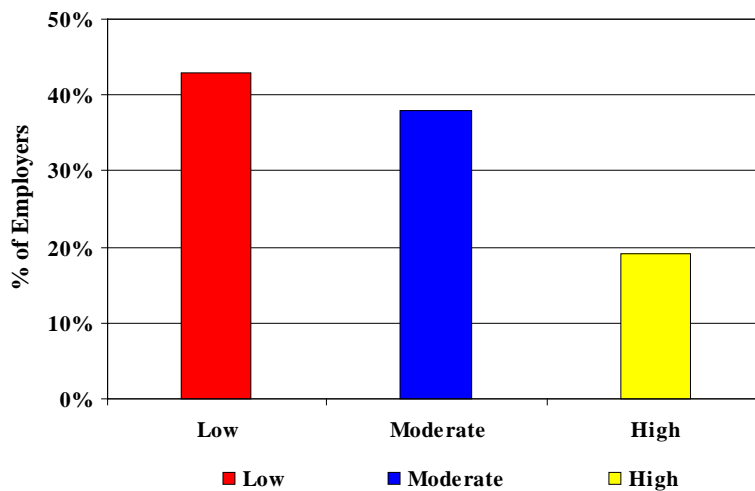
**EMPLOYER RATINGS**

In the course of conducting wage and fringe benefits surveys, local employers are asked to rate the area and the workforce on a number of factors including educational providers, quality of life, productivity, turnover, and many others.

**TURNOVER / TARDINESS / ABSENTEEISM**

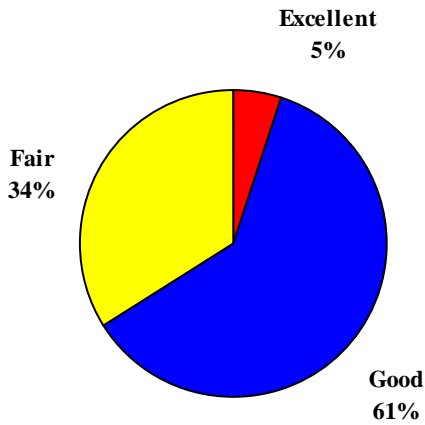


**SUBSTANCE ABUSE RATING – AREA WORKFORCE**

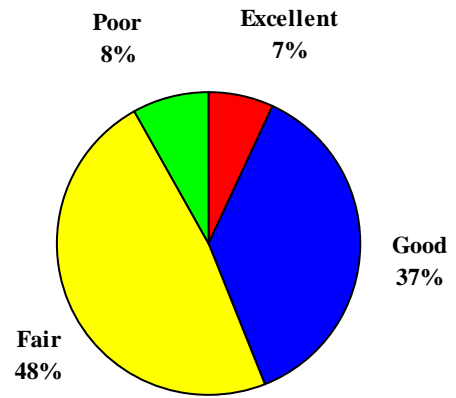


**EMPLOYER RATINGS**

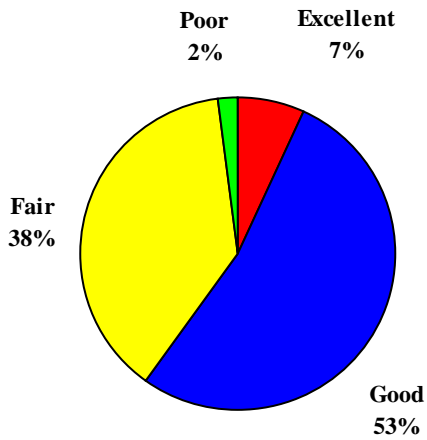
**WORKER PRODUCTIVITY**



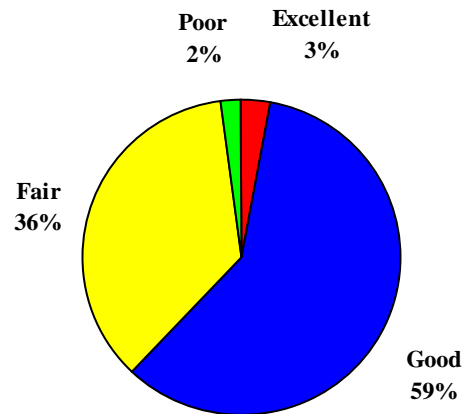
**WORKER RELIABILITY**



**WORKER ATTITUDES**

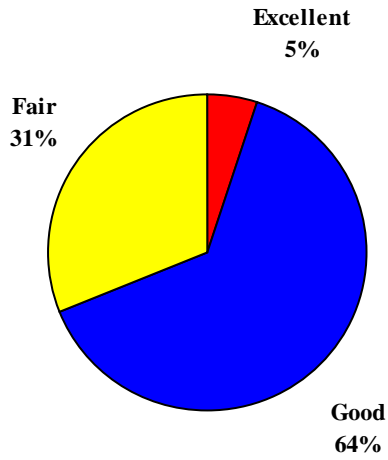


**TEAMWORK SKILLS**

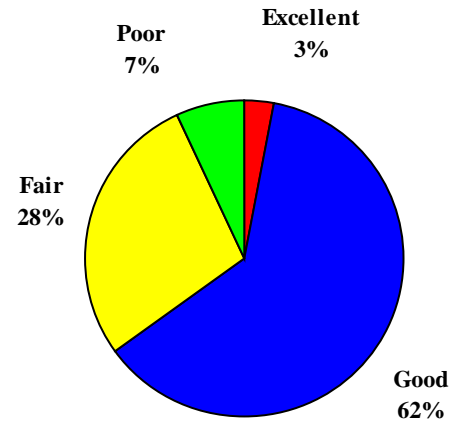


### EMPLOYER RATINGS

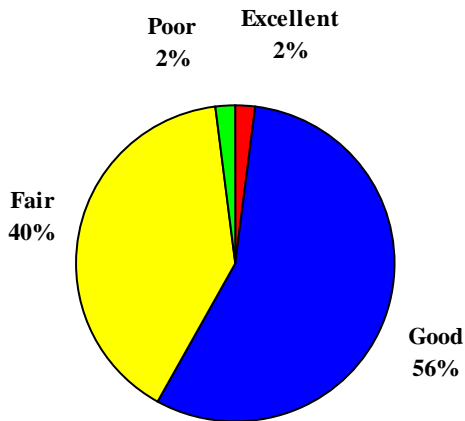
#### READING SKILLS



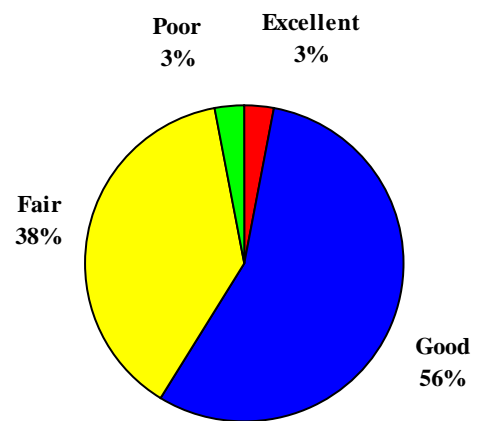
#### WRITING SKILLS



#### MATH SKILLS



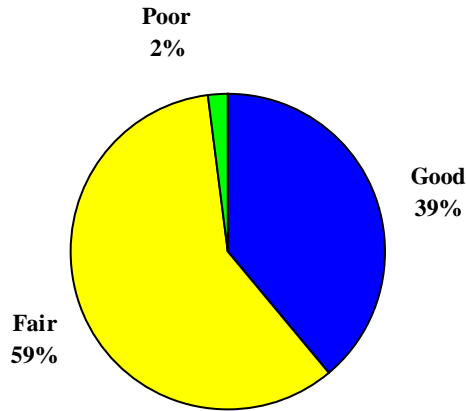
#### COMPUTER SKILLS



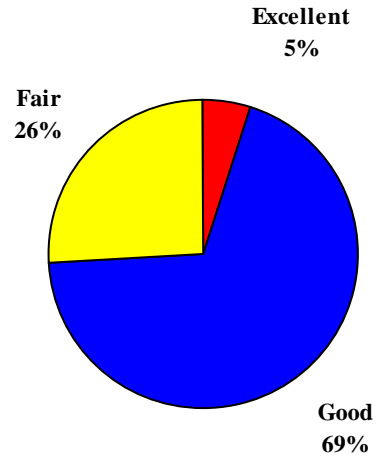


**EMPLOYER RATINGS**

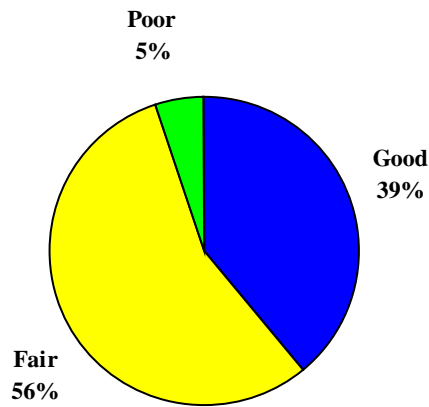
**WORKER ENTRY LEVEL SKILLS**



**WORKER TRAINABILITY**

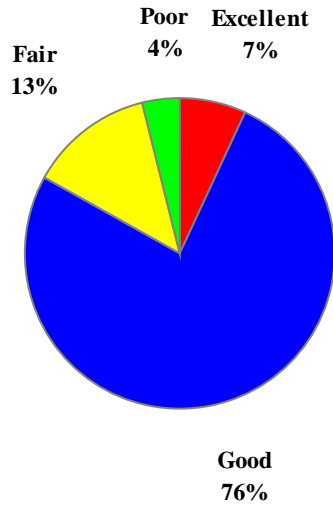


**JOB READINESS SKILLS**

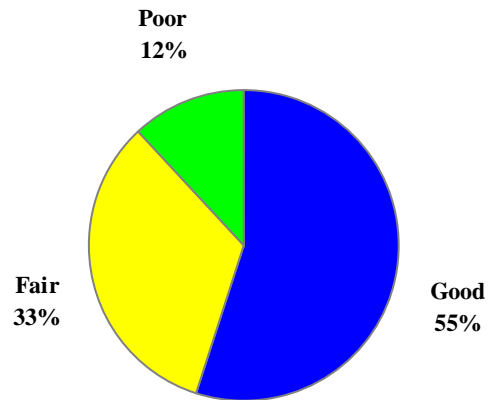


### EMPLOYER RATINGS

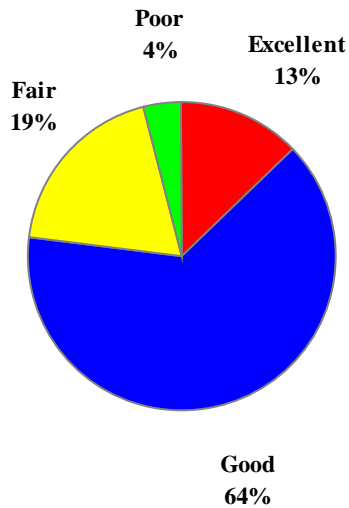
#### COMMUNITY COLLEGES



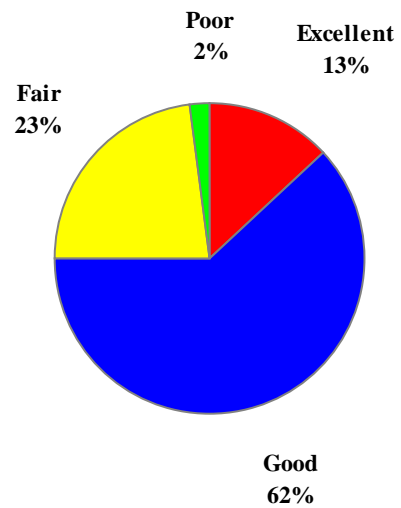
#### PUBLIC SCHOOLS



#### TECHNICAL/TRADE SCHOOLS

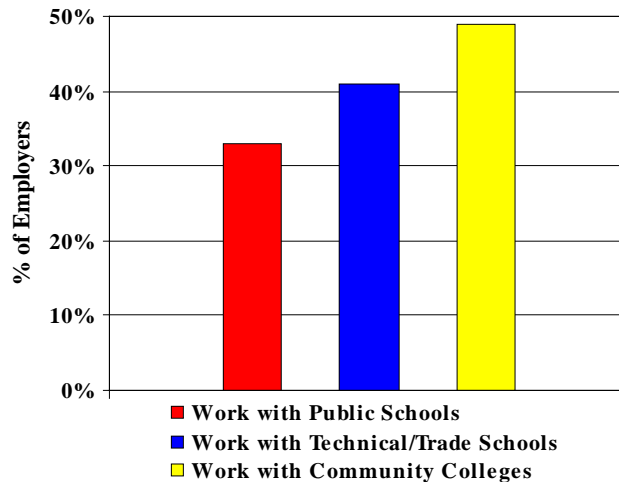


#### WorkONE



## EMPLOYER RATINGS

Additionally, many of the participating employers reported their companies worked with the area educational institutions in terms of training programs, apprenticeships, internships, co-ops or other training programs.



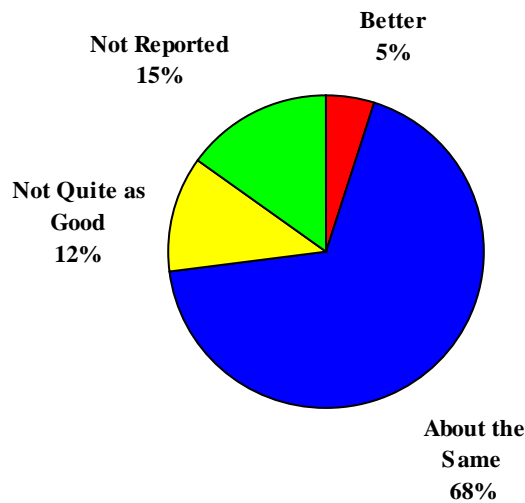
Suggestions as to how to improve relationships with area schools in order to enhance partnership opportunities were reported as follows by the participating employers:

- A message board or website where we could see interested parties in an internship program
- Be more aware of career fairs to attend as an employer
- Engage teachers to better understand the business world and the skills required to be successful so they can teach their students.
- I would be open to this. But it is hard to find good information. We offer internships and rarely have applicants.
- Local college has done well with adapting to the manufacturing environment but need to continue to promote the businesses within the county to get local people to work locally. Need to concentrate on technical, manufacturing skills a little more as related to the older businesses in town with some older equipment to work on.
- Plant tours. open house, visit class room
- Richmond High School does not do a lot with local manufacturers
- We plan to work with local schools to develop customized training solutions to improve technical and soft skills.

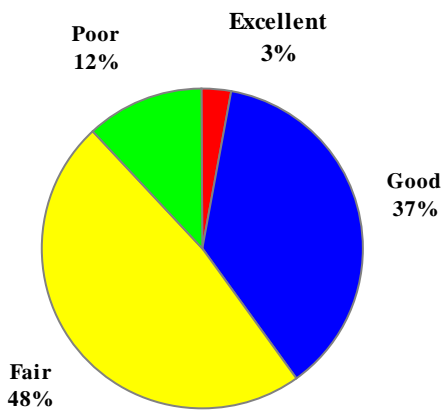
### EMPLOYER RATINGS

67% of the participating employers reported their companies had operations in other regions of the United States. Of these employers, those familiar with the workforces in those other locations reported their East Central Indiana area operations were comparable to or better than the other regions in terms of profitability and production. Employers also gave an overall rating of the area’s workforce.

### WORKFORCE COMPARISON WITH OTHER LOCATIONS

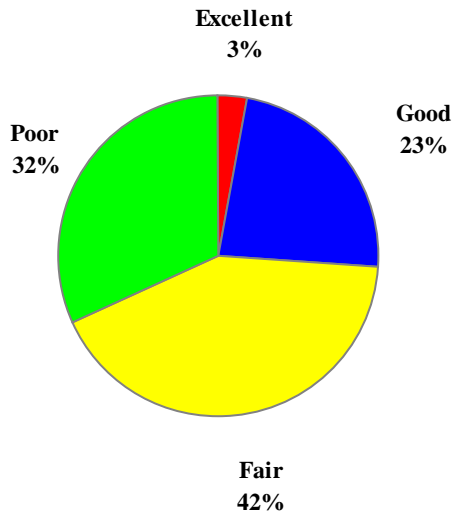


### WORKFORCE OVERALL

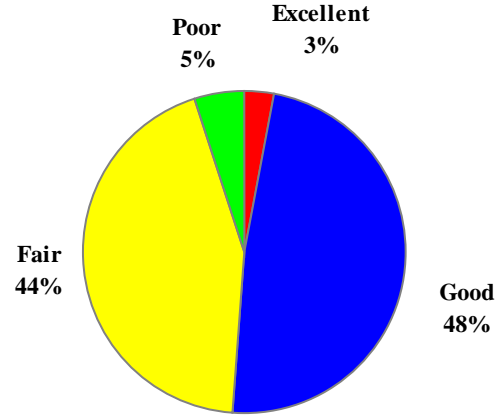


**EMPLOYER RATINGS**

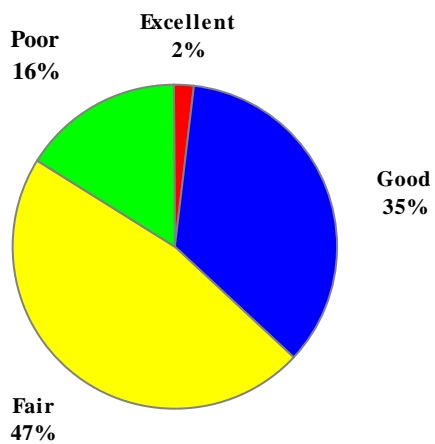
**SKILLED LABOR AVAILABILITY**



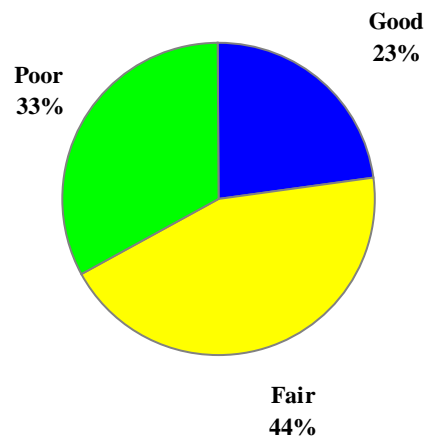
**UNSKILLED LABOR AVAILABILITY**



**PROFESSIONAL LABOR AVAILABILITY**

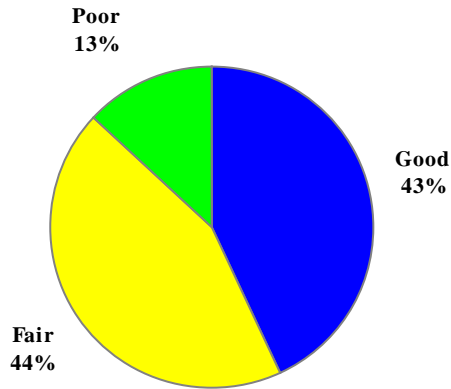


**TECHNICAL LABOR AVAILABILITY**

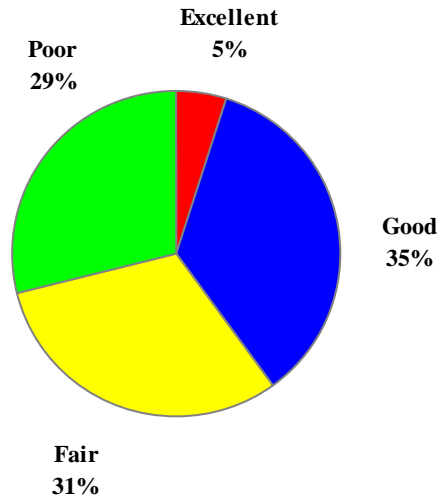


**EMPLOYER RATINGS**

**AREA DAY CARE**



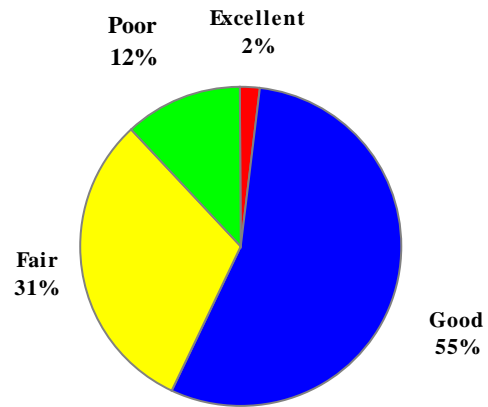
**AREA TRANSPORTATION SYSTEM**



**AREA BUSINESS CLIMATE**



**AREA QUALITY OF LIFE**



# **WAGE SECTION**

## SUMMARY OF WAGES REPORTED

Respondents were asked to report number of employees, entry and average pay rates for hourly job titles and number of employees, starting annual and average annual salary figures for salaried job titles. Please note that all salary information requested was not reported by all participants. Further, it should be noted that numerous participating companies did not enter any wage information; therefore, calculations were made utilizing only the information reported. Overall rates are presented in the charts which follow.

Notations of “n/a” indicate that the salary information is not available.

**IMPORTANT NOTICE: Job titles with less than 5 companies responding were omitted from this analysis in accordance with privacy laws and safe harbor practice. Information regarding this policy is available from the Department of Justice and the Federal Trade Commission.**



**WAGE SUMMARY – HOURLY WORKERS**

<b>EAST CENTRAL INDIANA AREA HOURLY WAGE SUMMARY JOB CLASSIFICATION</b>	<b>Minimum Entry Wage</b>	<b>Maximum Entry Wage</b>	<b>Mean Entry Wage</b>	<b>Median Entry Wage</b>	<b>Minimum Average Wage</b>	<b>Maximum Average Wage</b>	<b>Mean Average Wage</b>	<b>Median Average Wage</b>	<b>Number of Employees</b>
Accounting Clerk	n/a	n/a	n/a	n/a	\$14.00	\$17.51	\$15.75	\$16.20	6
Accounts Payable Clerk	n/a	n/a	n/a	n/a	\$14.54	\$18.75	\$16.66	\$16.00	5
Administrative Assistant	\$9.00	\$17.67	\$13.32	\$13.00	\$12.00	\$22.00	\$16.11	\$15.50	15
Assembler	\$8.50	\$17.71	\$12.43	\$11.90	\$10.00	\$19.10	\$14.06	\$14.67	490
Assembler, Mechanical	\$10.56	\$20.00	\$15.12	\$15.43	\$12.00	\$20.00	\$16.84	\$17.93	7
Building and Grounds Maintenance	\$9.00	\$22.76	\$14.88	\$13.50	\$12.00	\$20.53	\$15.09	\$15.00	7
CNC Operator/Set-up	\$10.00	\$22.00	\$15.56	\$14.93	\$13.00	\$22.00	\$17.61	\$17.73	184
Controller	n/a	n/a	n/a	n/a	\$15.00	\$43.00	\$33.25	\$34.62	3
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	\$10.00	\$19.00	\$14.05	\$14.16	\$12.05	\$18.50	\$15.56	\$16.16	22
Customer Service Representative	\$8.50	\$15.38	\$12.55	\$12.50	\$10.50	\$17.00	\$14.74	\$15.38	14
Electrician	\$15.00	\$31.45	\$23.42	\$24.66	n/a	n/a	n/a	n/a	9
Fabricators	n/a	n/a	n/a	n/a	\$15.00	\$23.63	\$19.40	\$19.91	12
First Line Supervisors/Managers of Production Workers	\$10.00	\$31.25	\$19.66	\$18.00	\$15.00	\$31.25	\$23.34	\$24.00	59

**WAGE SUMMARY – HOURLY WORKERS**

<b>EAST CENTRAL INDIANA AREA HOURLY WAGE SUMMARY JOB CLASSIFICATION</b>	<b>Minimum Entry Wage</b>	<b>Maximum Entry Wage</b>	<b>Mean Entry Wage</b>	<b>Median Entry Wage</b>	<b>Minimum Average Wage</b>	<b>Maximum Average Wage</b>	<b>Mean Average Wage</b>	<b>Median Average Wage</b>	<b>Number of Employees</b>
Foreman	\$10.00	\$27.00	\$19.30	\$17.00	\$12.00	\$36.00	\$25.27	\$25.75	13
Fork Lift Operator	\$9.00	\$24.47	\$13.55	\$13.15	\$11.92	\$21.69	\$15.73	\$15.46	121
General Laborer	\$7.25	\$13.75	\$11.01	\$11.00	\$9.25	\$20.00	\$13.75	\$14.18	640
Grinder/Polisher	n/a	n/a	n/a	n/a	\$14.00	\$24.25	\$17.86	\$15.88	25
Human Resources Assistant	n/a	n/a	n/a	n/a	\$14.50	\$22.13	\$18.53	\$17.85	5
Inventory/Stock Clerk	\$8.00	\$15.87	\$11.70	\$11.00	\$10.50	\$21.25	\$15.48	\$15.22	21
IT Specialist	n/a	n/a	n/a	n/a	\$17.00	\$35.04	\$23.45	\$21.32	4
Janitor	\$8.00	\$13.00	\$10.99	\$11.30	\$9.00	\$15.53	\$12.56	\$12.35	16
Machine Operator	\$9.00	\$26.92	\$14.75	\$13.51	\$12.00	\$19.79	\$15.38	\$14.71	198
Machinists	\$14.93	\$24.15	\$18.83	\$18.09	\$17.45	\$25.25	\$21.89	\$24.00	17
Maintenance – General	\$12.00	\$25.07	\$17.40	\$17.75	\$13.62	\$25.07	\$20.07	\$20.98	87
Maintenance Helper	\$10.00	\$17.17	\$14.13	\$14.93	\$11.00	\$18.70	\$15.70	\$16.40	13
Maintenance Mechanic	\$15.00	\$30.90	\$21.52	\$20.00	\$20.00	\$29.02	\$23.19	\$23.43	142
Materials Handler	\$10.60	\$25.00	\$14.94	\$13.00	\$12.61	\$30.00	\$17.11	\$15.08	315
Mechanical Engineers	n/a	n/a	n/a	n/a	\$19.50	\$28.00	\$24.23	\$24.00	7
Packer/Picker	\$9.54	\$13.00	\$11.43	\$11.00	\$10.50	\$18.00	\$14.76	\$15.15	534

**WAGE SUMMARY – HOURLY WORKERS**

<b>EAST CENTRAL INDIANA AREA HOURLY WAGE SUMMARY JOB CLASSIFICATION</b>	<b>Minimum Entry Wage</b>	<b>Maximum Entry Wage</b>	<b>Mean Entry Wage</b>	<b>Median Entry Wage</b>	<b>Minimum Average Wage</b>	<b>Maximum Average Wage</b>	<b>Mean Average Wage</b>	<b>Median Average Wage</b>	<b>Number of Employees</b>
Production Lead Person	\$11.45	\$27.56	\$15.94	\$14.50	\$12.20	\$27.56	\$18.45	\$18.00	35
Production Worker	\$9.09	\$22.70	\$12.71	\$10.60	\$9.70	\$22.70	\$15.43	\$13.85	644
Quality Assurance/Inspection	\$9.00	\$21.63	\$13.76	\$12.90	\$10.30	\$36.00	\$16.94	\$15.38	140
Receptionist/Switchboard	n/a	n/a	n/a	n/a	\$13.50	\$15.50	\$14.41	\$14.39	3
Shipping/Receiving Clerk	\$10.00	\$24.81	\$14.21	\$13.15	\$12.66	\$20.06	\$15.95	\$15.13	28
Tool & Die Maker	\$11.00	\$23.85	\$16.31	\$16.00	\$14.00	\$24.95	\$19.40	\$19.25	24
Truck Driver	\$14.50	\$22.79	\$17.38	\$15.00	\$14.88	\$25.00	\$18.53	\$15.00	10
Warehouse Supervisor	\$10.00	\$26.00	\$19.17	\$19.55	\$12.00	\$35.00	\$22.73	\$22.77	7

**WAGE SUMMARY – SALARIED WORKERS**

<b>EAST CENTRAL INDIANA AREA SALARIED WAGE SUMMARY JOB CLASSIFICATION</b>	<b>Minimum Starting Annual Salary</b>	<b>Maximum Starting Annual Salary</b>	<b>Mean Starting Annual Salary</b>	<b>Median Starting Annual Salary</b>	<b>Minimum Average Annual Salary</b>	<b>Maximum Average Annual Salary</b>	<b>Mean Average Annual Salary</b>	<b>Median Average Annual Salary</b>	<b>Number of Employees</b>
Accountant	n/a	n/a	n/a	n/a	\$46,800	\$65,000	\$57,860	\$64,500	7
First Line Supervisors/Managers of Production Workers	\$34,320	\$63,000	\$45,044	\$42,461	\$37,086	\$74,137	\$53,570	\$51,943	36
Human Resources Managers	n/a	n/a	n/a	n/a	\$42,328	\$85,000	\$64,845	\$65,870	6
Maintenance Supervisor	\$55,000	\$82,000	\$63,387	\$65,000	\$64,000	\$88,720	\$75,997	\$77,449	15
Plant Manager	\$12,000	\$122,000	\$82,860	\$95,000	\$12,000	\$137,550	\$95,637	\$110,000	10
Purchasing Manager	n/a	n/a	n/a	n/a	\$53,893	\$81,000	\$66,479	\$62,500	6
Quality Manager	\$39,520	\$89,000	\$67,920	\$72,000	\$45,053	\$92,000	\$69,100	\$66,444	10

**FRINGE BENEFITS SECTION**

**FRINGE BENEFITS – HOURLY WORKERS**

The following pages deal with fringe benefits reported by the participating companies for their hourly workers.

**INSURANCE PREMIUMS PAID – HOURLY WORKERS**

Type of Insurance	Number of Companies Reporting Providing	Average % of Premium Paid
<b>Health</b>		
Employee	51	73%
Employee with one dependent (single parent)	42	70%
Employee with spouse	41	70%
Employee with family	43	70%
<b>Dental</b>		
Employee	46	75%
Employee with one dependent (single parent)	39	57%
Employee with spouse	38	57%
Employee with family	39	57%
<b>Vision</b>		
Employee	43	42%
Employee with one dependent (single parent)	37	43%
Employee with spouse	37	43%
Employee with family	37	43%

## INSURANCE PREMIUMS PAID – HOURLY WORKERS

Type of Insurance	Number of Companies Reporting Providing	Average % of Premium Paid
<b>Life</b>		
Employee	47	84%
Employee with one dependent (single parent)	27	56%
Employee with spouse	27	56%
Employee with family	26	55%

<b>Accidental Death/ Dismemberment</b>		
Employee	43	69%
Employee with one dependent (single parent)	27	43%
Employee with spouse	27	43%
Employee with family	26	43%

<b>Short-Term Disability</b>		
Employee	43	69%
Employee with one dependent (single parent)	24	46%
Employee with spouse	24	46%
Employee with family	24	46%

<b>Long-Term Disability</b>		
Employee	31	59%
Employee with one dependent (single parent)	23	43%
Employee with spouse	23	43%
Employee with family	23	43%

### FINANCIAL PLANS – HOURLY WORKERS

Many of the participating companies offered various financial plans to their hourly employees, as illustrated in the following chart. Many employers offer more than one plan.

Financial Plans Offered – Hourly Workers	% of Employers
401K Plan	69%
Health Savings Plan/FSA	51%
Tuition Reimbursement	46%
Annual Bonus	24%
Production/Incentive Bonus	22%
Attendance Bonus	19%
Profit-Sharing Plan/Gainsharing	17%
Quarterly Bonus	14%
Credit Union	11%
Safety Bonus	11%
Pension Plan	10%
IRA/SEP	8%
Stock Purchase/Stock Options	8%
Monthly Bonus	4%
403B	3%
ESOP/ESPP	1%
Savings Plan	1%
Childcare Assistance	1%



### OTHER BENEFITS – HOURLY WORKERS

In addition to insurance benefits and financial plans, many of the participating companies reported offering other benefits to their hourly employees as shown below. Many employers offer more than one other benefit.

Other Benefits – Hourly Workers	% of Employers
Business Travel/Mileage	64%
Supplemental Life Insurance	63%
Prescription Drug Card	50%
Employee Assistance Plan	50%
Eyewear Discount	47%
Uniform Discount	33%
Legal	19%
Cell Phone	17%
Computer	10%
Identity Theft	4%

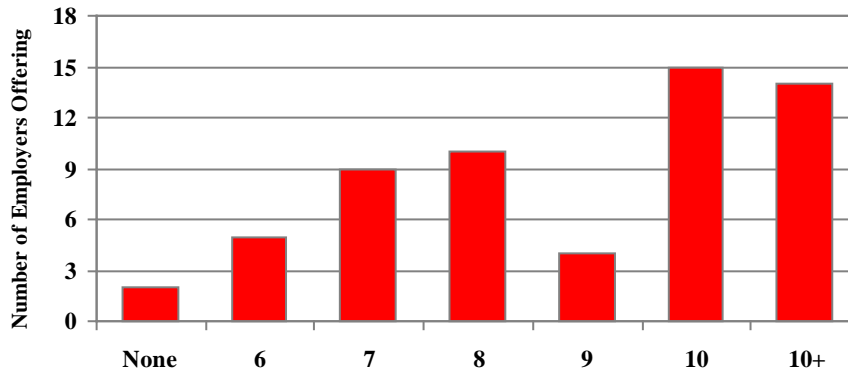
**PAID LEAVE – HOURLY WORKERS**

**Holidays – Hourly Workers**

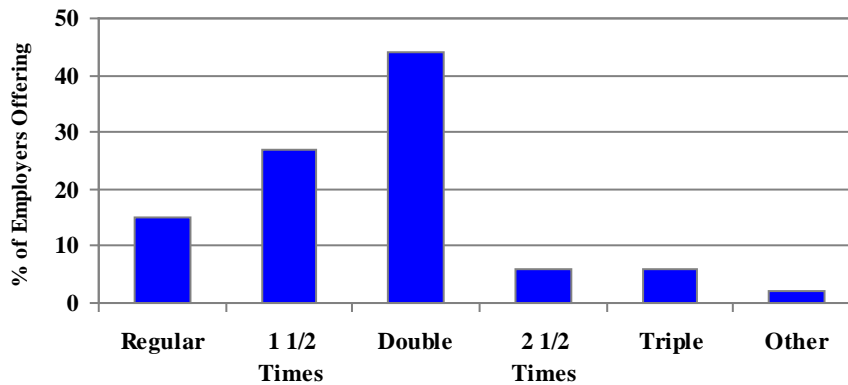
The information that follows reflects the data collected from the participating employers on paid time off or paid leave for hourly workers. Examples of paid leave include holidays, vacation, sick leave, and personal time.

Information reported on paid holidays per year for hourly workers as reported by the participating employers is shown below.

**Number of Paid Holidays Per Year  
Hourly Workers**



**Holiday Pay - Hourly Workers**



**PAID LEAVE – HOURLY WORKERS**

**Vacation – Hourly Workers**

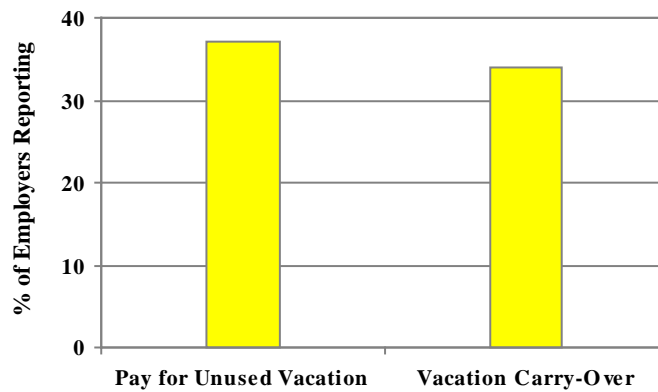
98% of the participating employers reported offering paid vacation time for hourly employees. Reported eligibility periods for paid vacation time are as follows:

**Paid Vacation Eligibility Periods - Hourly Workers**



In addition, of the reporting companies, 37% reported pay for unused vacation time and 34% allowed vacation carry-over for hourly workers.

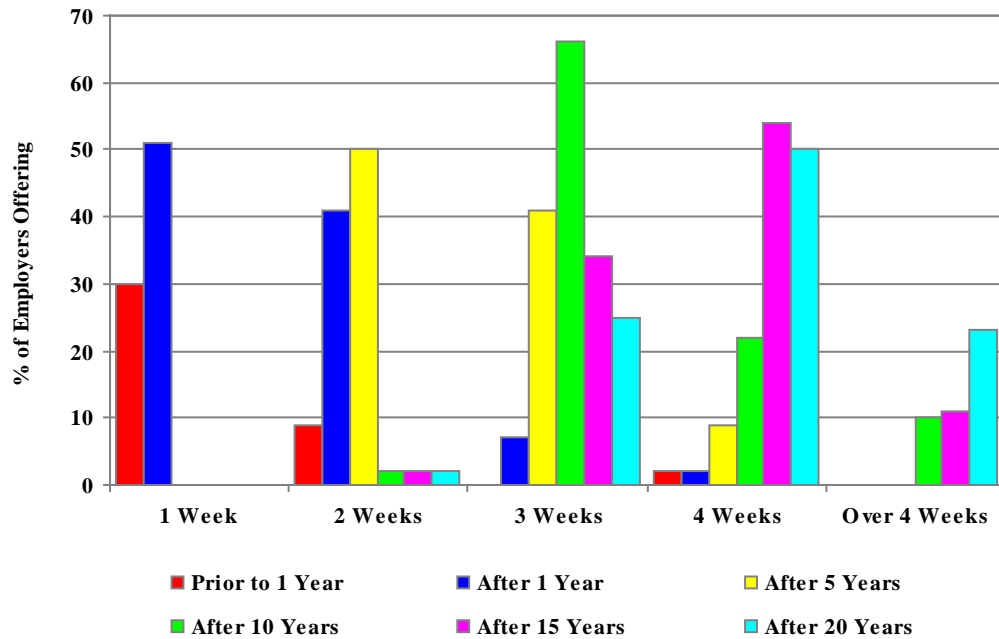
**Hourly Workers**



**Vacation – Hourly Workers**

The chart below illustrates the percentage of participating companies who reported offering specific numbers of vacation weeks prior to one year of employment, after one year of employment, after five years, after ten years, after fifteen years, and after twenty years of employment. 58% of the participating companies reported prorating vacation time during the first year based on hire date.

**Number of Vacation Weeks - Hourly Workers**



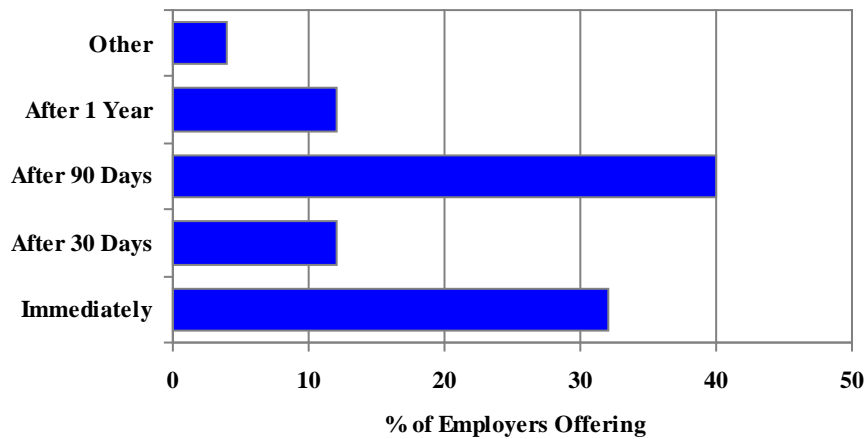
**PAID LEAVE – HOURLY WORKERS**

**Sick Leave – Hourly Workers**

Of the participating companies, 41% reported offering paid sick leave for hourly employees.

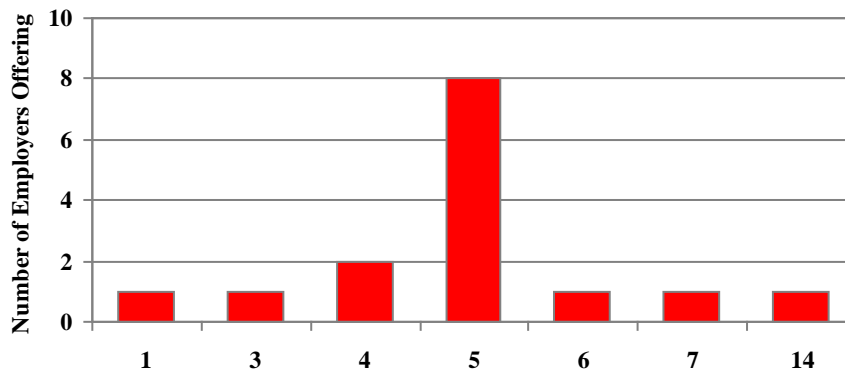
Eligibility times for paid sick leave for hourly workers were reported as follows:

**Paid Sick Leave Eligibility Periods - Hourly Workers**



Specific numbers of paid sick days per year for hourly workers were reported as follows by the responding companies:

**Number of Paid Sick Days Per Year  
Hourly Workers**



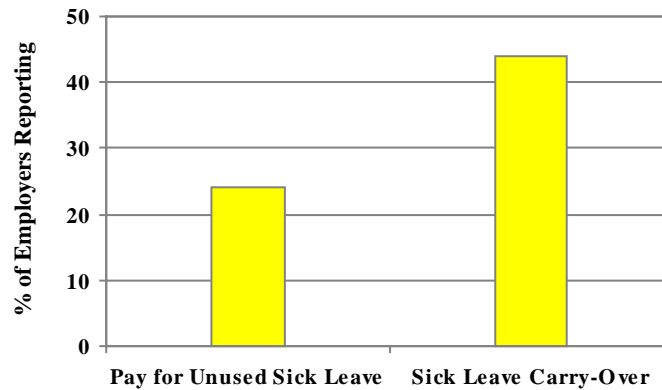
**Sick Leave – Hourly Workers**

Other information concerning sick leave for hourly workers was reported as follows:

- Eligible for short-term disability after 90 days
- As long as the employee has sick days to use, they can use them – as long as they’re not abusing the system
- All is PTO on an accrued basis
- 10 to 25 days based on years of service
- 26 weeks of sick pay, 0 “sick days”. Medical leaves of absence are eligible, individual sick days are unpaid for hourly.

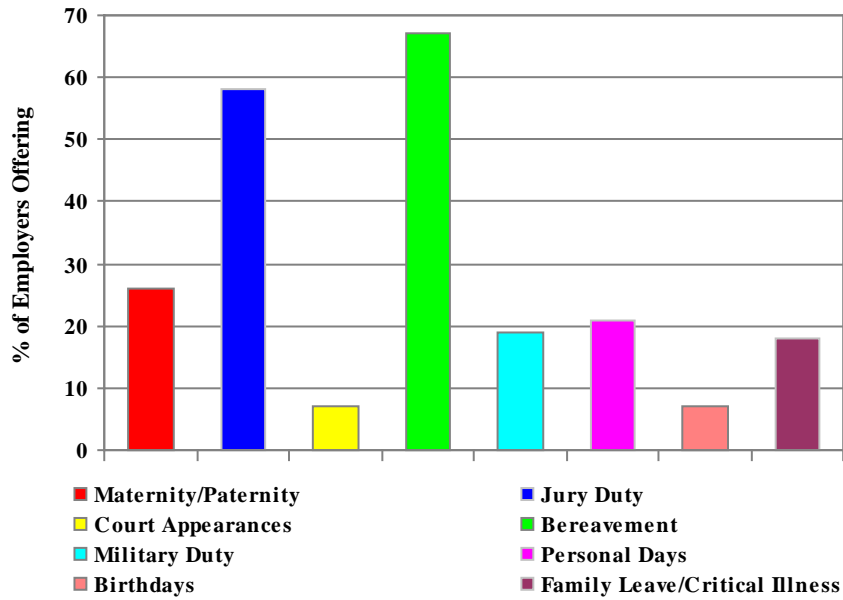
In addition, of the reporting companies, 24% reported pay for unused sick leave and 44% allowed sick leave carry-over for hourly workers.

**Hourly Workers**



**Other Paid Leave – Hourly Workers**

Participating employers were asked to report whether their companies gave additional paid time off to hourly employees for maternity/paternity, jury duty or other categories. The chart below shows the percentage of companies reporting each category.



**FRINGE BENEFITS – SALARIED WORKERS**

The following pages deal with fringe benefits reported by the participating companies for their salaried workers.

**INSURANCE PREMIUMS PAID – SALARIED WORKERS**

Type of Insurance	Number of Companies Reporting Providing	Average % of Premium Paid
<b>Health</b>		
Employee	51	74%
Employee with one dependent (single parent)	41	70%
Employee with spouse	41	70%
Employee with family	41	70%

<b>Dental</b>		
Employee	45	63%
Employee with one dependent (single parent)	38	61%
Employee with spouse	38	61%
Employee with family	38	61%

<b>Vision</b>		
Employee	41	50%
Employee with one dependent (single parent)	37	47%
Employee with spouse	37	47%
Employee with family	37	46%



**INSURANCE PREMIUMS PAID – SALARIED WORKERS**

Type of Insurance	Number of Companies Reported Providing	Average % of Premium Paid
<b>Life</b>		
Employee	44	98%
Employee with one dependent (single parent)	27	60%
Employee with spouse	27	60%
Employee with family	26	59%

<b>Accidental Death/ Dismemberment</b>		
Employee	42	72%
Employee with one dependent (single parent)	25	41%
Employee with spouse	25	41%
Employee with family	25	41%

<b>Short-Term Disability</b>		
Employee	41	77%
Employee with one dependent (single parent)	23	53%
Employee with spouse	23	53%
Employee with family	23	53%

<b>Long-Term Disability</b>		
Employee	36	70%
Employee with one dependent (single parent)	21	47%
Employee with spouse	21	47%
Employee with family	21	47%

### FINANCIAL PLANS – SALARIED WORKERS

Many of the participating companies offered various financial plans to their salaried employees, as illustrated in the following chart. Many employers offer more than one plan.

Financial Plans Offered – Salaried Employees	% of Employers
401K Plan	69%
Health Savings Plan/FSA	53%
Tuition Reimbursement	50%
Annual Bonus	47%
Profit-Sharing Plan/Gainsharing	15%
Production/Incentive Bonus	15%
Credit Union	11%
Stock Purchase/Options	11%
Pension Plan	8%
Quarterly Bonus	8%
IRA/SEP	8%
403B	3%
Attendance Bonus	3%
Safety Bonus	3%
Savings Plan	1%
ESOP/ESPP	1%
Monthly Bonus	1%
Childcare Assistance	1%

### OTHER BENEFITS – SALARIED WORKERS

In addition to insurance benefits and financial plans, many of the participating companies reported offering other benefits to their salaried employees as shown below. Many employers offer more than one other benefit.

Other Benefits – Salaried Workers	% of Employers
Business Travel/Mileage	75%
Supplemental Life Insurance	65%
Cell Phone	58%
Prescription Drug Card	50%
Employee Assistance Plan	50%
Computer	47%
Eyewear Discount	47%
Legal	21%
Uniform Discount	18%
Transportation	14%
Identity Theft	4%

## PAID LEAVE – SALARIED WORKERS

The information that follows reflects the data collected from the participating employers on paid time off or paid leave for salaried workers. Examples of paid leave include holidays, vacation, sick leave, and personal time.

### Holidays – Salaried Workers

The number of paid holidays per year for salaried workers as reported by the participating employers is shown below.



**PAID LEAVE – SALARIED WORKERS**

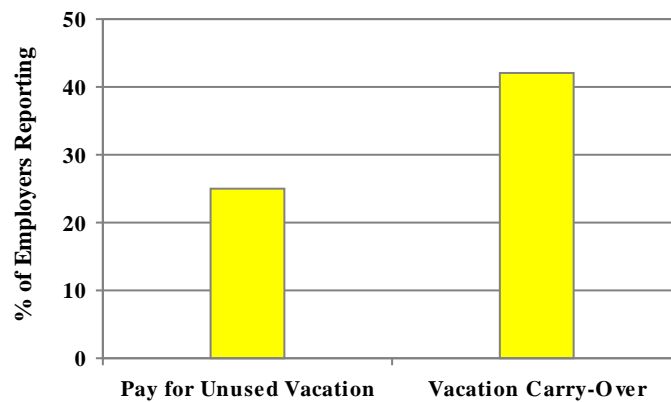
**Vacation – Salaried Workers**

94% of the participating employers reported offering paid vacation time for salaried employees. Reported eligibility periods for paid vacation time are shown in the chart below.

**Paid Vacation Eligibility Periods - Salaried Workers**



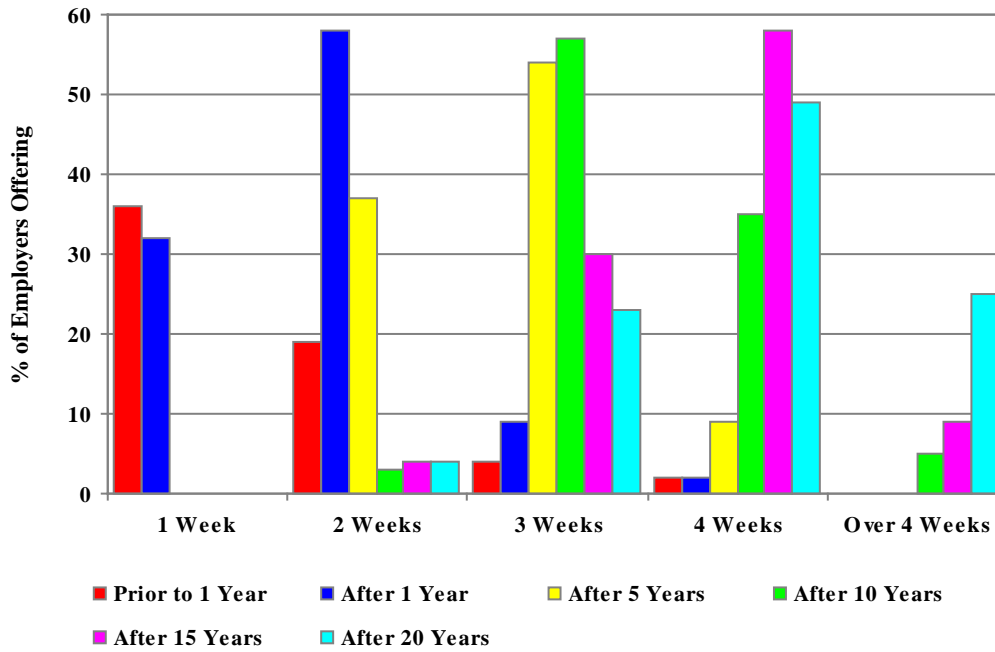
Further, of the reporting companies, 25% reported pay for unused vacation time and 42% allowed vacation carry-over for their salaried workers.



**Vacation – Salaried Workers**

The accompanying chart shows the percentage of participating companies who reported offering specific numbers of vacation weeks prior to one year of employment, after one year of employment, after five years, after ten years, after fifteen years, and after twenty years of employment. 40% companies reported prorating vacation time during the first year based on hire date.

**Number of Vacation Weeks - Salaried Workers**



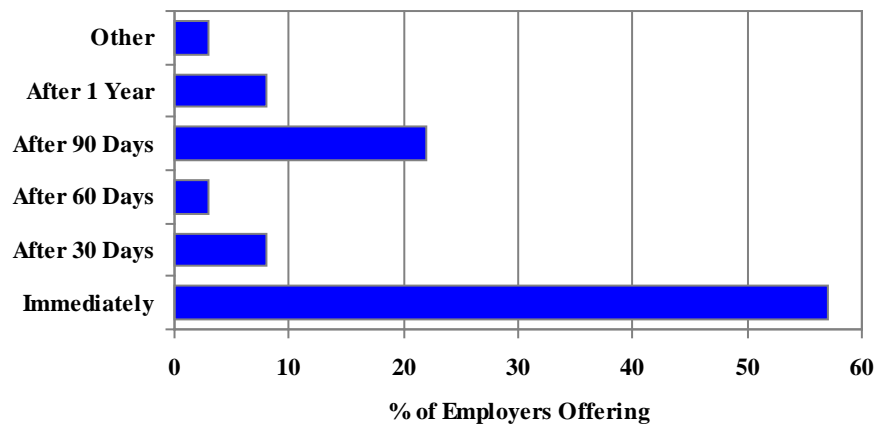
**PAID LEAVE – SALARIED WORKERS**

**Sick Leave – Salaried Workers**

Of the participating companies, 62% reported offering paid sick leave for salaried employees.

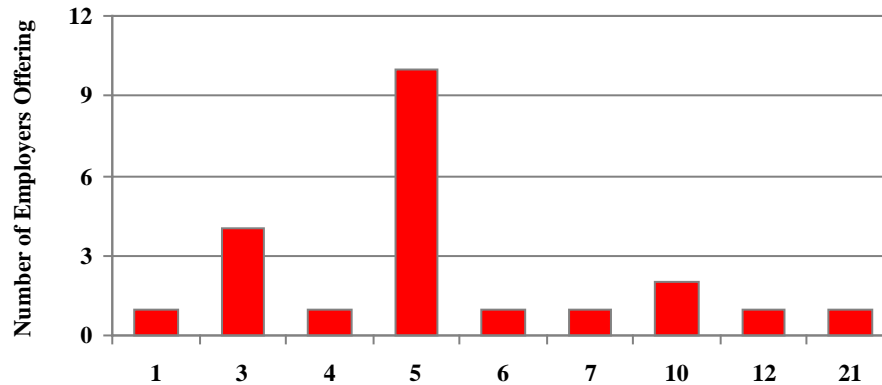
Reported eligibility times for paid sick leave for salaried workers are as follows.

**Paid Sick Leave Eligibility Periods - Salaried Workers**



Specific numbers of paid sick days per year for salaried workers were reported as follows by the responding companies:

**Number of Paid Sick Days Per Year  
Salaried Workers**



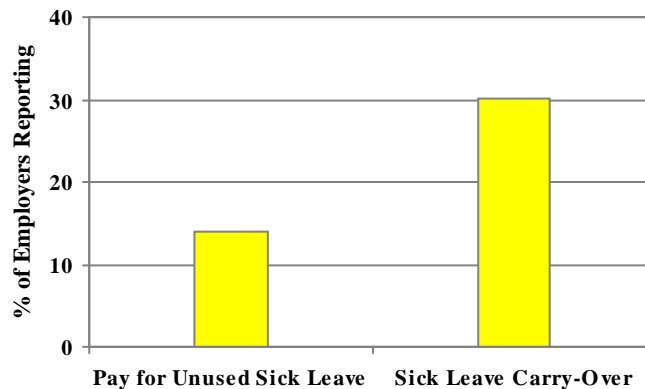
**Sick Leave – Salaried Workers**

Other information concerning sick leave for salaried workers was reported as follows:

- 5 days plus short-term disability
- This is for non-exempt only. They receive 6 paid sick days which are paid out if not used.
- All leave is PTO on an accrued basis
- 10 to 25 based on years of service
- Unlimited
- It is purchased by the salaried employee as part of salary continuance program.
- Up to 30 with medical documentation
- Paid Time Off depending upon years of service
- Never track. Our salaried employees typically don't miss work
- Non-exempt salaried are allowed 5 sick days; all salaried eligible for 26 weeks STD (first 4 weeks at 100% of base pay)

In addition, of the reporting companies, 14% reported pay for unused sick leave and 30% allowed sick leave carry-over for salaried workers.

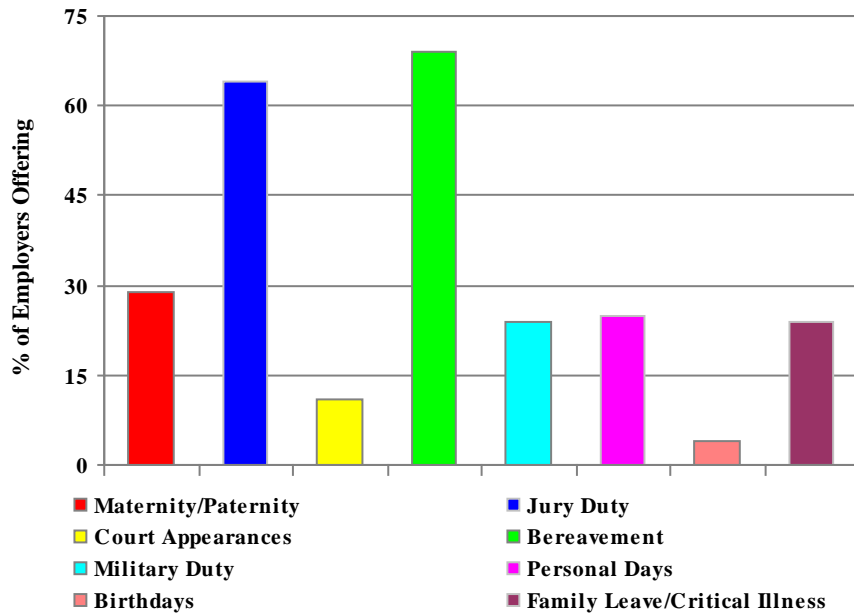
**Salaried Workers**





**Other Paid Leave – Salaried Workers**

Participating employers were asked to report whether their companies gave additional paid time off to salaried employees for maternity/paternity, jury duty or other categories. The chart below shows the percentage of companies reporting each category.





**THE PATHFINDERS**

**972-387-3750 Telephone**

**[info@thepathfindersus.com](mailto:info@thepathfindersus.com)**

**[www.thepathfindersus.com](http://www.thepathfindersus.com)**