

**THE
GRANT COUNTY, WASHINGTON
AREA
WAGE & FRINGE BENEFITS
SURVEY REPORT**

November, 2007

Compiled and Produced by

THE PATHFINDERS



Dallas, Texas

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INTRODUCTION

The 2007 Grant County, Washington Area Wage and Fringe Benefits Survey was sponsored by the Grant County Economic Development Council. The Pathfinders, an economic development and corporate site-selection consultant firm located in Dallas, Texas, conducted the survey. Information was gathered via a printed survey form.

The wage data presented by job title in this report includes:

Low Entry Pay	Low Average Pay
Average Entry Pay	Mean Average Pay
High Entry Pay	High Average Pay
	Weighted Average Pay

Weighted average corrects the distortion which would occur in a simple average if one company has ten employees in a position at an average of \$10 per hour and another company has one employee in the same position at \$20 per hour. The simple average of those two would be \$15 per hour, but the weighted average would be \$10.91 per hour.

Fringe benefits reported include insurance, sick leave, holidays, vacations, and financial plans.

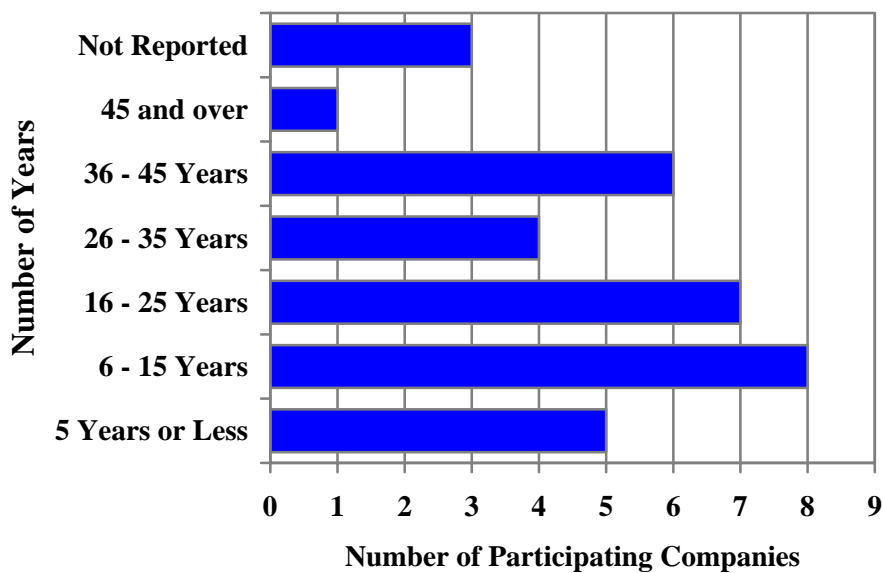
Please note that some of the companies responding to the survey did not answer all the questions on the form; therefore, the total number of responses for each question will not always equal the total number of participants.

Information from participating companies is held in confidence; however, general information regarding this survey can be obtained by contacting the offices of The Pathfinders via telephone (972-387-3750); fax (214-393-3444); or, e-mail (info@thepathfindersus.com).

SURVEY SUMMARY

Thirty-four (34) companies, with a combined total employment of over 3,700 workers, participated in the 2007 Grant County Area Wage and Fringe Benefits Survey, representing business sectors including manufacturing, distribution, professional and others. The participating employers have been in business in the Grant County area from five years or less to over forty-five years, as illustrated below.

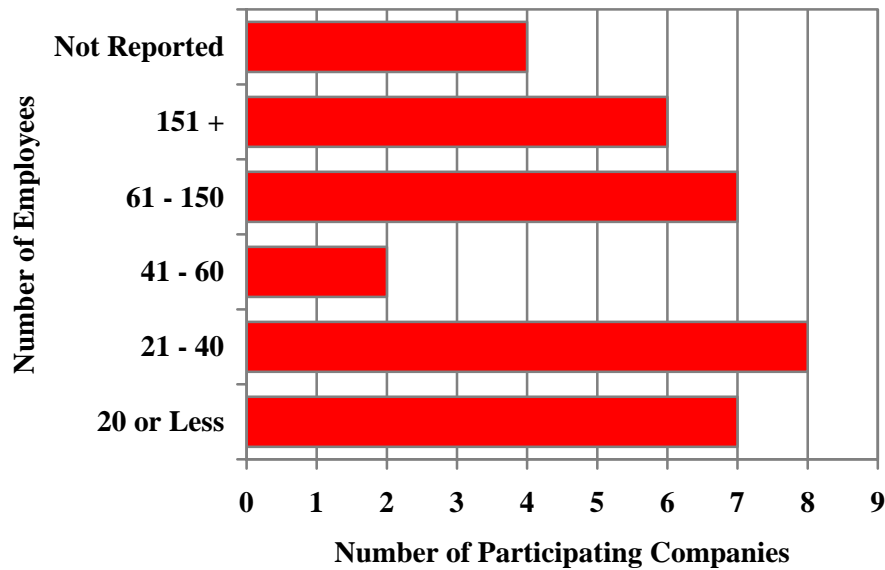
Participating Companies - Length of Time in Community



Seven (7) of the reporting companies are unionized with an average of 82% of workers belonging to unions. The reported total annual payroll for the participating companies was over \$55 million, although it should be noted that not all companies responded to the annual payroll question.

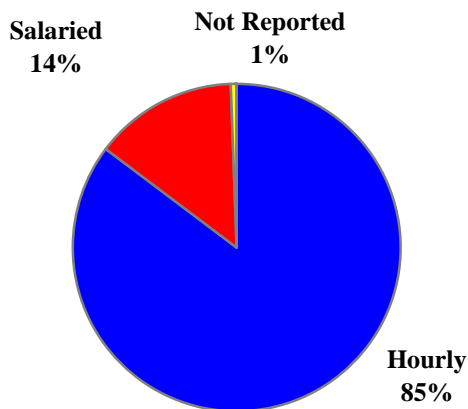
Companies of various sizes were represented in the survey ranging from twenty or less employees to 250 or more workers. The number of participating companies by number of employees is shown in the chart on the following page.

Participating Companies by Total Employment

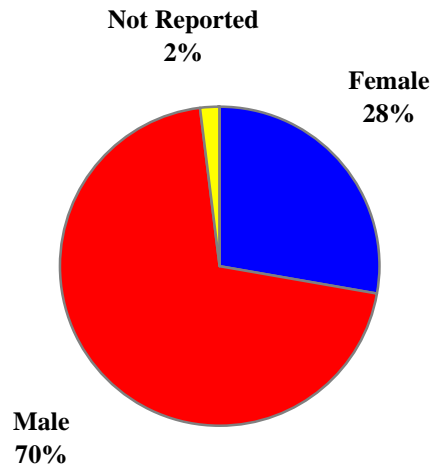


The total reported employment of 3,727 was comprised of 85% hourly workers and 14% salaried workers. The percentages of hourly and salaried employees, as well as male and female employees, of the reporting companies are illustrated in the following pie charts. Note that status and gender were not reported by all of the participating companies.

Hourly / Salaried Employees



Female / Male Employees



In the Grant County survey, eight (8) of the participating employers work one shift; seven (7) work two shifts; thirteen (13) companies work three shifts; and two (2) companies works four shifts. Four (4) companies did not report the number of shifts worked.



Twelve (12) companies reported shift premiums. Those companies who reported dollar shift premiums reported average premiums of \$.13 for second shift and \$.21 for third shift. One company reported higher premiums for a relief shift. One company reported a shift premium for a 4th shift, but the amount is not reported for confidentiality purposes.

Overtime time was reported at 1½ times by thirty-two (32) of the participating employers. One employer reported regular pay, and one reported double pay for overtime.

Other overtime includes:

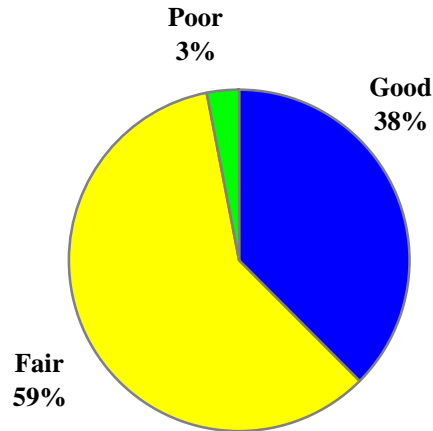
- Overtime pay at 1½ times, but double pay for over 60 hours/week
- Overtime pay at 1½ times, but double pay for the 7th consecutive day
- Overtime pay at 1½ times, but double pay for more than 10 hours of overtime
- Overtime begins at 43 hours for truck drivers

As indicated by the participating employers, the following table reflects the various methods used to recruit workers in the Grant County region and the number of employers utilizing that method. Many employers use more than one method.

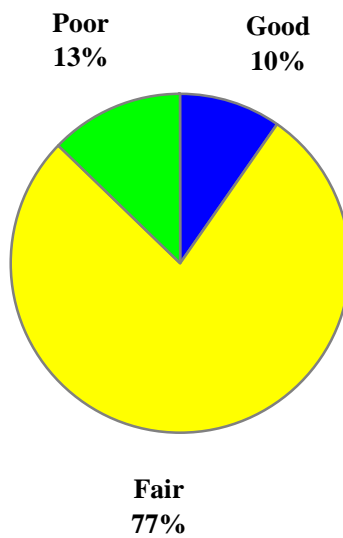
Recruiting Method	# of Employers
Word of Mouth	27
Newspaper	27
Walk-Ins	20
Referrals	17
Staffing Service	15
Job Board/Sign	14
Internet	14
Colleges	13
Job Fair	13
State Agency	13
Networking	9
Recruiters	5
Radio/TV	4
Trade Journals	1

The Grant County area employers were asked to rate local educational providers in terms of delivering the skills needed or required for workers. As shown, 38% of the respondents rated local community colleges and trade schools as “Good,” and 10% rated the local public schools as “Good”.

Local Community Colleges and Trade Schools



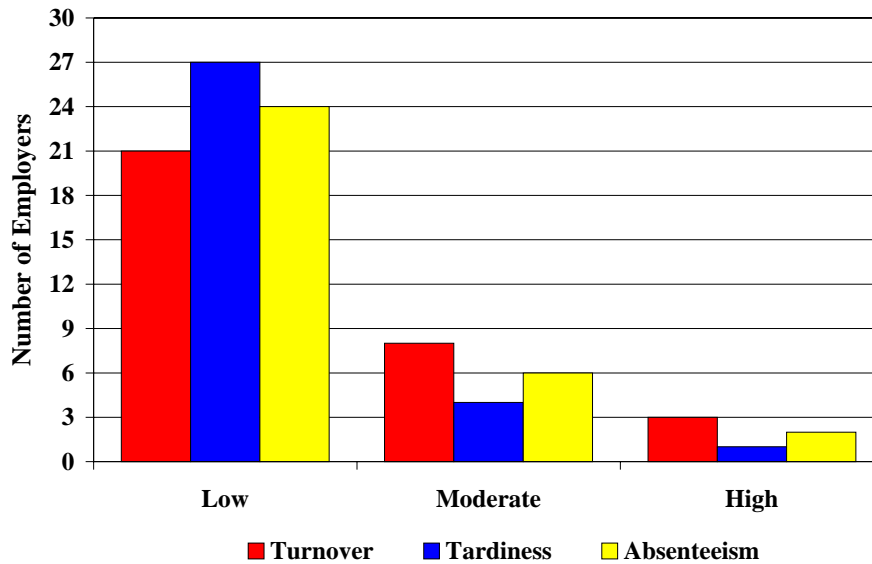
Local Public Schools



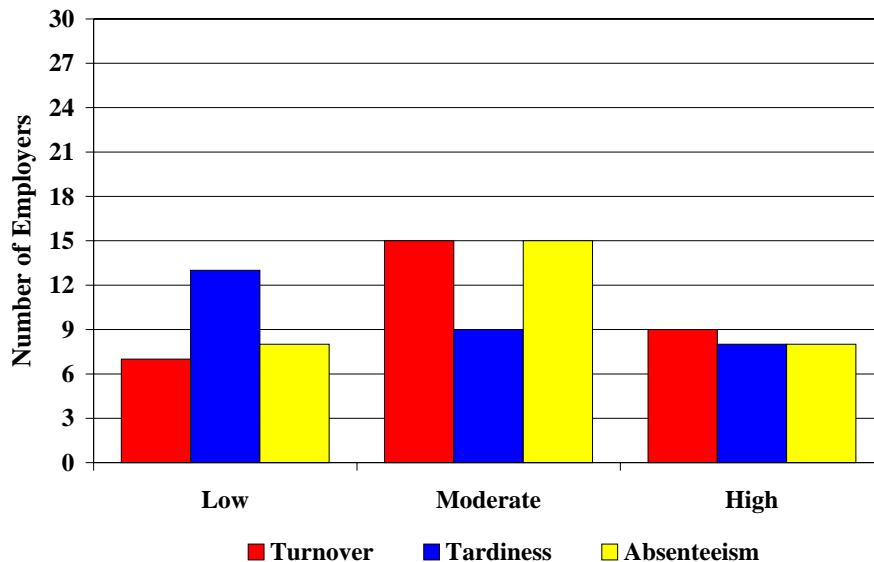
Employers were asked to rate turnover, tardiness and absenteeism among their workers as “Low”, “Moderate”, or “High”. As indicated in the accompanying charts, the participating companies reported lower ratings among skilled workers than unskilled workers.

Ratings For Turnover – Tardiness – Absenteeism

Skilled Workers

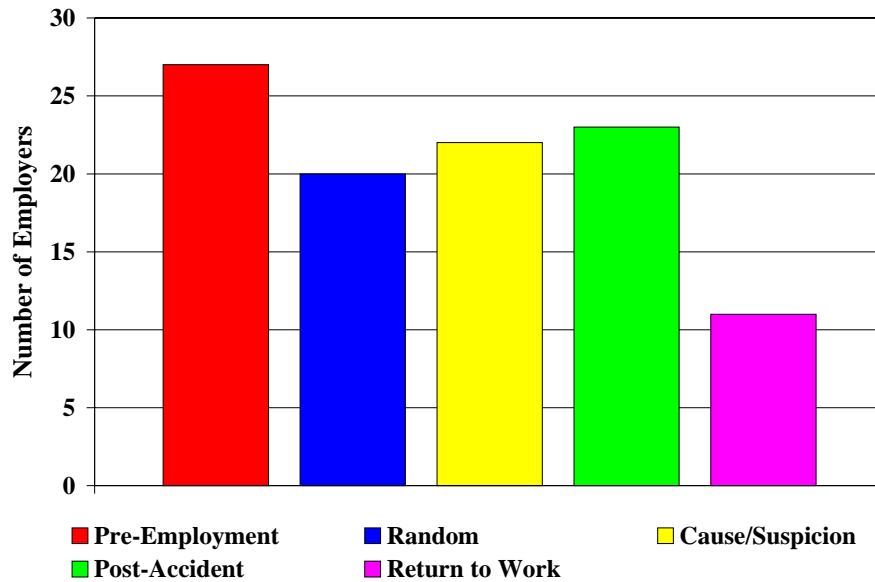


Unskilled Workers



Among the participating employers, twenty-nine (29) stated their companies tested for substance abuse. Many of the employers use more than one testing method. Substance abuse within the individual companies' workforces was reported as very low.

Methods of Substance Abuse Testing



Two (2) of the participating companies reported that criminal background checks are conducted for potential employees, and one (1) company reported nicotine testing.

Hiring Practices

With regard to hiring practices, thirteen (13) of the participating firms increased employment during the past twelve months, and seven (7) decreased employment for a net of +271 jobs. Thirteen (13) firms project increasing employment during the next twelve months for a total of more than 180 jobs. In addition, four (4) companies project an increase during the next twelve months, but are unsure of the number of workers to be hired.

EMPLOYER RATINGS

The participating employers were asked to rate their workers and the workforce in general on a number of factors. Those factors included: worker productivity; worker reliability and attitudes; reading/writing skills; arithmetic skills; availability of skilled workers; availability of unskilled workers; availability of technical workers; and, availability of professional workers. Local employers were asked to rate each factor either “Excellent”, “Good”, “Fair”, or “Poor”.

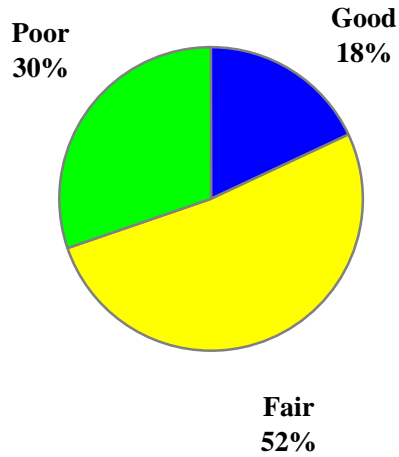
Skilled and technical workers are difficult to find in many areas of the nation. The availability of skilled labor in the Grant County area was rated “Good” by 18% of the employers and “Fair” by 52% of the participating employers. Technical worker availability was rated “Good” by 10% of the employers and “Fair” by 51%.

When responding to questions about employee attitudes and productivity, the responses of the participating employers were favorable. 82% of the participants rated Worker Productivity as “Good” or “Excellent”, and 67% reported Worker Reliability as “Good” or “Excellent”.

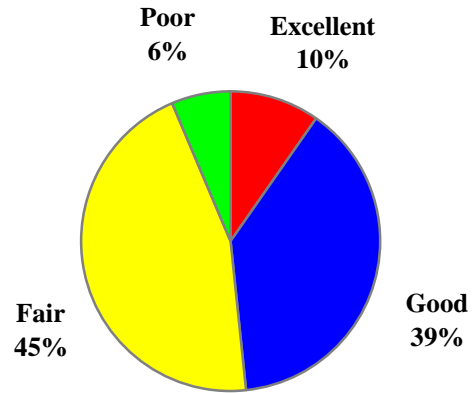
The ratings for the above-mentioned factors and others appear in the following charts.

EMPLOYER RATINGS OF WORKFORCE (percentages of employers surveyed)

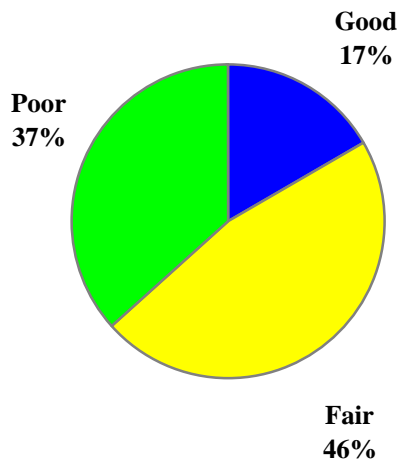
Skilled Labor Availability



Unskilled Labor Availability



Professional Labor Availability

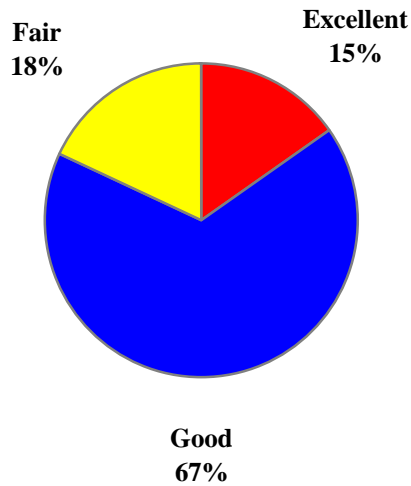


Technical Labor Availability

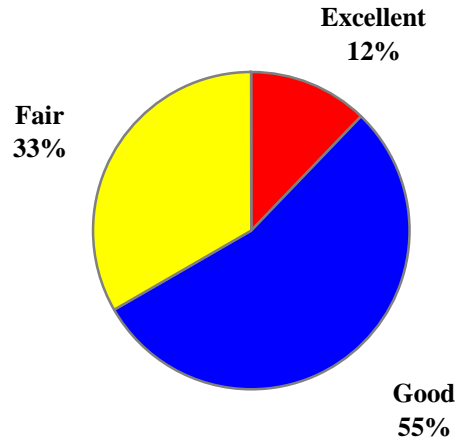


EMPLOYER RATINGS OF WORKFORCE (percentages of employers surveyed)

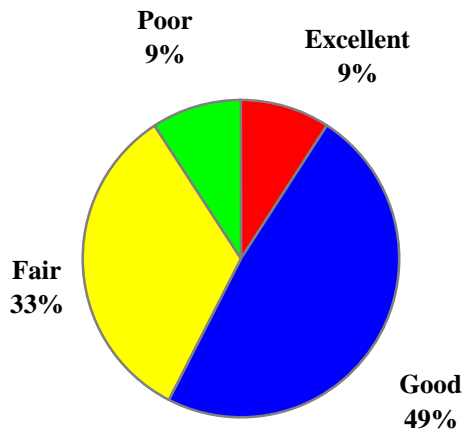
Productivity



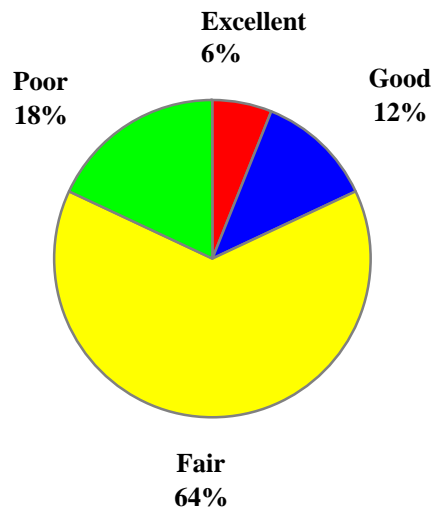
Reliability



Reading Skills

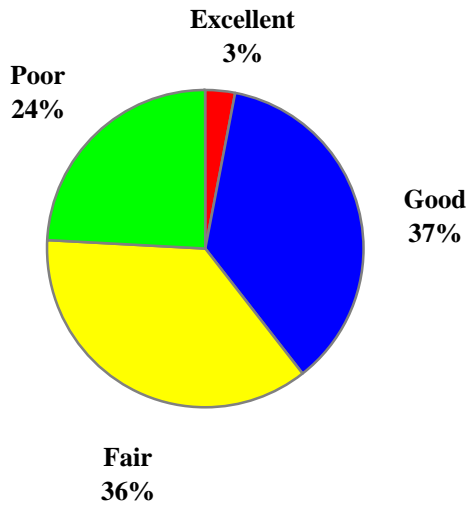


Writing Skills

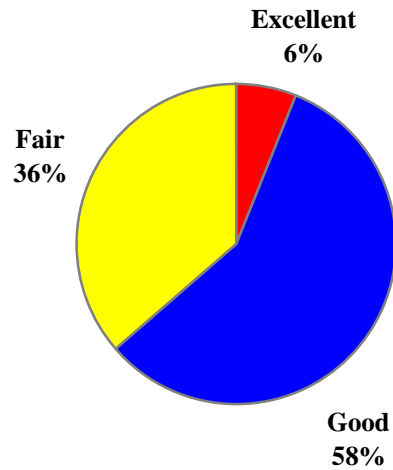


EMPLOYER RATINGS OF WORKFORCE (percentages of employers surveyed)

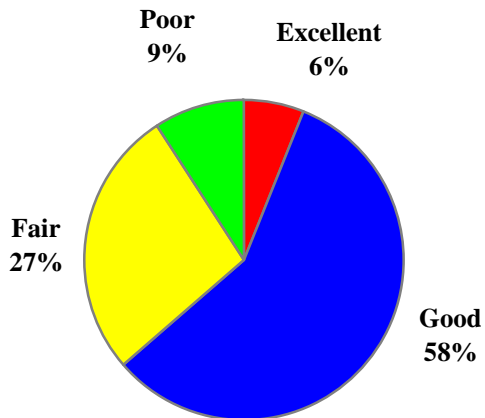
Arithmetic Skills



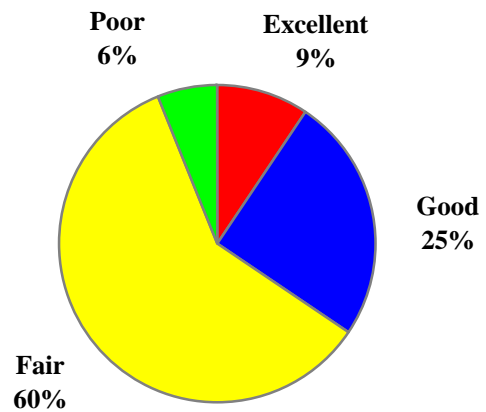
Attitudes



Teamwork Skills



Entry Level Skills



WAGE SECTION

SUMMARY OF WAGES REPORTED

Area employers were asked to report entry-level wage, average wage, and number of employees for each hourly job classification. The participating employers were also asked to provide average annual salary figures and number of employees for those positions held by salaried workers. Please note that not all of the requested information was reported. In some instances, notations of “n/r” (not reported) or “n/a” (not available) may appear in the wage tables.

In addition, some job titles, particular to only one company, were not listed, but the wages reported for those titles were included in another listed job title that appeared to be similar in job description and pay rate.

The wage data presented includes:

- Low Entry Pay – the lowest entry pay by each job title among all companies responding
- High Entry Pay – the highest entry pay by each job title among all companies responding
- Average Entry Pay – the average entry pay by each job title when all participating companies are considered

Average Pay

While companies typically have a single “entry pay rate” by job title, over time people working within that job title may have different pay rates (even in the same company) because of length of job tenure, merit raises, etc. The “average pay” in a job title reported by a participant considers the average of the pay rates of everyone in that job title. Some workers because of short tenure in that job may still be at the entry rate while others will be higher.

- Low Average Pay – the lowest average pay by each job title among all companies responding
- High Average Pay – the highest average pay by each job title among all companies responding
- Mean Average Pay – Each individual company reported their “average” pay within each job title. This “mean average pay” is the average of all companies participating.
- Weighted average corrects the distortion which would occur in a simple average if one company has ten employees in a position at an average of \$10 per hour and another company has one employee in the same position at \$20 per hour. The simple average of those two would be \$15 per hour, but the weighted average would be \$10.91 per hour.

The wage data presented for salaried employees is the average annual salary for all the employees in the job title when all participating companies are considered. Again, workers with that job title may have different pay rates because of length of job tenure, merit raises, etc.

The wage summary for hourly workers is presented on the following page. The wage summary for salaried workers begins on page 18.

WAGE SUMMARY – HOURLY WORKERS
Grant County, Washington Area

HOURLY WORKERS JOB CLASSIFICATION	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees Reported
Accounts Payable Clerk	n/r	n/r	n/a	\$18.00	\$19.57	\$18.79	\$18.79	2
Accounts Receivable Clerk	\$8.00	\$8.00	\$8.00	\$8.00	\$8.00	\$8.00	\$8.00	1
Administrative Assistant	\$11.43	\$17.90	\$14.78	\$10.81	\$23.25	\$15.77	\$14.44	13
Assembler	\$8.73	\$14.20	\$12.09	\$12.57	\$21.50	\$16.04	\$16.22	388
Auditor	n/r	n/r	n/a	\$14.00	\$14.00	\$14.00	\$14.00	3
Bldg. & Grounds Maintenance	\$8.25	\$13.79	\$11.49	\$10.73	\$13.79	\$12.36	\$12.36	4
Bookkeeper	n/r	n/r	n/a	\$14.75	\$14.75	\$14.75	\$14.75	1
Buyer/Purchaser	\$13.46	\$14.70	\$14.08	\$13.88	\$23.00	\$18.20	\$17.32	6
CNC Machinist/programmer	\$19.98	\$19.98	\$19.98	\$25.95	\$25.95	\$25.95	\$25.95	3
Computer Technician	\$9.75	\$9.75	\$9.75	\$9.75	\$15.75	\$12.75	\$13.75	3
Customer Service	\$11.87	\$11.87	\$11.87	\$12.00	\$17.07	\$14.54	\$16.23	6
Electrician	\$15.87	\$25.00	\$20.89	\$19.50	\$28.52	\$23.55	\$22.53	26
Engineering Manager	\$18.00	\$18.00	\$18.00	\$23.50	\$23.50	\$23.50	\$23.50	1
Engineering Technician	\$14.42	\$19.98	\$17.47	\$16.28	\$35.00	\$24.48	\$31.30	97
Environmental Technician	\$19.98	\$19.98	\$19.98	\$25.95	\$25.95	\$25.95	\$25.95	3
Extruding Machine Operator	n/r	n/r	n/a	\$17.00	\$17.00	\$17.00	\$17.00	1
Food Service Worker	n/r	n/r	n/a	\$8.25	\$8.25	\$8.25	\$8.25	3

HOURLY WORKERS JOB CLASSIFICATION	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees Reported
Foreman	\$19.00	\$19.14	\$19.07	\$16.00	\$28.00	\$19.70	\$17.77	31
Fork Lift Operator	\$8.00	\$13.79	\$11.12	\$9.00	\$16.50	\$13.25	\$13.12	404
General Laborer	\$8.01	\$11.60	\$9.87	\$9.00	\$18.00	\$12.09	\$10.41	675
General Manager	\$19.00	\$19.00	\$19.00	\$28.00	\$28.00	\$28.00	\$28.00	1
General Office	\$9.00	\$9.00	\$9.00	\$10.75	\$13.00	\$11.88	\$11.50	3
Health and Safety Coordinator	\$19.98	\$19.98	\$19.98	\$25.95	\$25.95	\$25.95	\$25.95	1
Heavy Equipment Operator	\$9.50	\$9.50	\$9.50	\$15.80	\$15.80	\$15.80	\$15.80	2
Human Resources Assistant	\$19.98	\$19.98	\$19.98	\$25.95	\$25.95	\$25.95	\$25.95	2
Instrument Technician	\$11.73	\$11.73	\$11.73	\$15.00	\$15.00	\$15.00	\$15.00	3
Inventory/Stock Clerk	\$8.00	\$13.46	\$11.39	\$10.00	\$15.10	\$12.96	\$12.99	14
IT Specialist	\$12.00	\$19.98	\$15.99	\$12.00	\$25.95	\$18.98	\$18.98	2
Janitor	\$8.32	\$12.43	\$9.96	\$10.00	\$14.00	\$12.04	\$11.89	18
Kanban Coordinator	\$17.90	\$17.90	\$17.90	\$23.25	\$23.25	\$23.25	\$23.25	8
Lab Technician	\$13.98	\$14.82	\$14.29	\$10.60	\$17.17	\$13.92	\$13.84	60
Lean Manufacturing Technician	\$17.90	\$17.90	\$17.90	\$23.25	\$23.25	\$23.25	\$23.25	3
Line Supervisor	\$15.39	\$19.32	\$17.36	\$16.98	\$20.00	\$18.49	\$18.19	20
Machine Operator - no Set-up	\$10.52	\$15.24	\$13.21	\$12.50	\$17.52	\$14.71	\$15.91	66
Machine Operator - with Set-up	\$9.00	\$18.00	\$12.91	\$11.00	\$21.75	\$16.32	\$14.54	249
Maintenance General	\$10.10	\$11.22	\$10.66	\$10.76	\$21.02	\$17.15	\$14.80	38
Maintenance Manager	nr/	n/r	n/a	\$21.00	\$21.00	\$21.00	\$21.00	2

HOURLY WORKERS JOB CLASSIFICATION	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees Reported
Maintenance Mechanic	\$11.78	\$19.63	\$15.54	\$14.27	\$23.25	\$18.39	\$19.04	237
Materials Handler	\$10.00	\$12.00	\$11.00	\$16.00	\$17.00	\$16.50	\$16.75	4
Office Manager	\$13.00	\$15.00	\$14.00	\$15.60	\$23.50	\$19.55	\$19.55	2
Operator - Chemical Production	\$10.00	\$10.00	\$10.00	\$14.90	\$14.90	\$14.90	\$14.90	40
Packer/Picker	n/r	n/r	n/a	\$10.89	\$10.89	\$10.89	\$10.89	48
Payroll Clerk	\$13.50	\$19.98	\$16.74	\$13.50	\$25.95	\$18.64	\$18.64	5
Product Control Coordinator	\$19.98	\$19.98	\$19.98	\$25.95	\$25.95	\$25.95	\$25.95	9
Quality Assurance/Inspection	\$8.59	\$17.90	\$12.07	\$10.00	\$23.25	\$14.50	\$12.47	192
Quality Inspector	\$14.00	\$14.00	\$14.00	\$17.00	\$17.00	\$17.00	\$17.00	5
Receptionist	\$9.30	\$9.30	\$9.30	\$9.75	\$13.75	\$10.63	\$10.60	8
Recruiting Coordinator	\$19.98	\$19.98	\$19.98	\$25.95	\$25.95	\$25.95	\$25.95	1
Secretary	n/r	n/r	n/a	\$16.50	\$16.50	\$16.50	\$16.50	1
Shipping/Receiving Clerk	\$8.33	\$13.79	\$11.86	\$10.14	\$22.00	\$15.08	\$14.67	11
Shop Manager	\$19.00	\$19.00	\$19.00	\$31.00	\$31.00	\$31.00	\$31.00	1
Team Leader	\$12.78	\$16.34	\$14.49	\$13.46	\$18.02	\$15.77	\$16.73	150
Tool Designer	\$19.98	\$19.98	\$19.98	\$25.95	\$25.95	\$25.95	\$25.95	4
Tool Machinist	\$17.90	\$17.90	\$17.90	\$23.25	\$23.25	\$23.25	\$23.25	9
Truck Driver	\$10.40	\$19.35	\$15.28	\$10.90	\$19.35	\$15.05	\$14.41	30
Warehouse Supervisor	\$11.59	\$11.59	\$11.59	\$14.50	\$15.00	\$14.66	\$14.66	4
Welder	\$13.00	\$22.00	\$16.70	\$15.50	\$28.00	\$20.80	\$19.85	176

WAGE SUMMARY – SALARIED WORKERS
Grant County, Washington Area

SALARIED WORKERS JOB CLASSIFICATION	Average Annual Salary	Number of Employees Reported
Accountant	\$58,831.71	7
Accounts Payable Clerk	\$33,736.40	5
Accounts Receivable Clerk	\$13,003.00	1
Administrative Assistant	\$26,501.50	2
Bldg. & Grounds Maintenance	\$38,000.00	1
Buyer/Purchaser	\$56,970.33	12
Chemist	\$75,000.00	1
Chief Operator	\$62,000.00	5
Computer Programmer	\$67,496.00	1
Computer Technician	\$38,500.00	1
Critical Facilities Manager	\$83,457.25	8
Critical Facilities Technician	\$55,000.00	2
Customer Service	\$25,000.00	2
Department Manager	\$60,542.86	15
Dispatcher	\$45,300.00	2
Electrician	\$54,000.00	2
Engineer	\$64,376.00	28

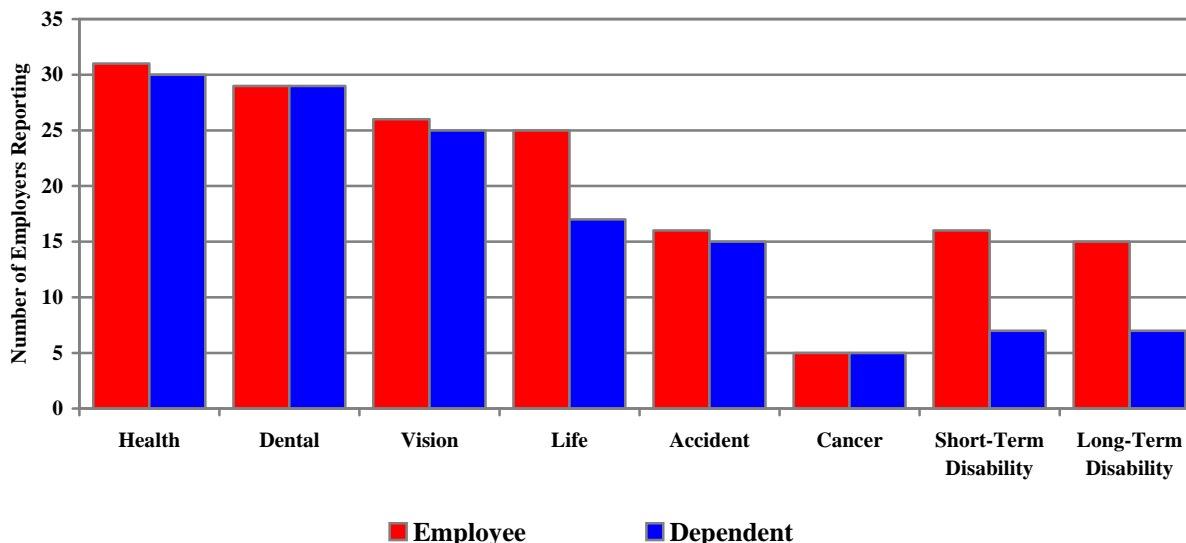
SALARIED WORKERS JOB CLASSIFICATION	Average Annual Salary	Number of Employees Reported
Engineering Manager	\$84,957.67	7
Engineering Technician	\$58,500.00	2
Field Reps	\$52,000.00	3
Foreman	\$48,017.20	15
Fork Lift Operator	\$40,000.00	3
General Laborer	\$40,000.00	60
General Manager	\$101,636.54	15
General Office	\$34,000.00	5
Human Resources Assistant	\$33,350.00	13
Human Resources Manager	\$60,339.08	14
Inventory/Stock Clerk	\$18,817.00	3
IT Specialist	\$57,000.00	3
Lab Technician	\$45,250.00	2
Lean Workshop Leader	\$64,376.00	4
Line Supervisor	\$52,637.00	54
Loading Operator	\$39,000.00	2
Logistics Lead	\$60,000.00	1
Maintenance Manager	\$71,240.20	10
Maintenance Mechanic	\$53,000.00	4
Marketing Manager	\$86,000.00	1

SALARIED WORKERS JOB CLASSIFICATION	Average Annual Salary	Number of Employees Reported
Manufacturing Engineer	\$83,000.00	2
Network Administrator	\$74,427.00	1
Office Manager	\$48,232.25	12
Operations Manager	\$87,628.40	9
Payroll Clerk	\$30,750.00	2
Plant Manager	\$91,435.33	17
Product Manager	\$70,609.67	4
Production Manager	\$63,918.36	20
Production Operator	\$50,000.00	7
Project Engineer	\$93,829.00	3
Project Manager	\$85,162.50	2
Quality Assurance/Inspection	\$61,216.00	6
Quality Manager	\$67,851.00	2
Quality Supervisor	\$65,000.00	1
Recruiter	\$60,000.00	1
Safety Manager	\$70,540.40	5
Sales Manager	\$76,666.67	3
Scheduler	\$59,322.00	1
Secretary	\$35,000.00	1
Service Manager	\$81,702.00	1

SALARIED WORKERS JOB CLASSIFICATION	Average Annual Salary	Number of Employees Reported
Shipping/Receiving Clerk	\$44,500.00	7
Shop Manager	\$56,500.00	2
Training Coordinator	\$59,322.00	1
Truck Driver	\$41,079.00	36
Warehouse Supervisor	\$45,666.25	19

FRINGE BENEFITS SECTION

INSURANCE COVERAGE



The above chart separates insurance coverage into the different categories listed and gives the number of participating employers offering each type of coverage for their workers and families regardless of the percent of premium paid for by the company. As noted, thirty-one (31) of the participating companies reported providing health insurance for employees. Other insurance reported included supplemental life insurance and AFLAC policies.

The table on the following page illustrates the number of companies reporting either 100%, partial %, or 0% of insurance premiums paid for employees and dependents for the categories listed. For example, sixteen (16) companies reported paying 100% of the premium for health insurance for their employees, and seventeen (17) companies reported paying a partial percentage of the premium for health insurance for dependents.

Twenty-eight (28) of the reporting companies stated that health insurance coverage for employees included a prescription drug plan. Additionally, seventeen (17) of the participating companies offer an EAP (employee assistance plan).

**NUMBER OF COMPANIES REPORTING
PERCENT OF INSURANCE PREMIUMS PAID**

Type of Insurance	100% of Premium Paid by Company	Partial Premium Paid by Company	0% of Premium Paid by Company
Health	# of Companies	# of Companies	# of Companies
Employee	16	15	0
Dependent	6	17	7
Dental	# of Companies	# of Companies	# of Companies
Employee	14	13	1
Dependent	8	15	6
Vision	# of Companies	# of Companies	# of Companies
Employee	15	9	2
Dependent	6	13	6
Life	# of Companies	# of Companies	# of Companies
Employee	17	6	2
Dependent	7	3	7
Accident	# of Companies	# of Companies	# of Companies
Employee	4	2	10
Dependent	1	2	12
Cancer	# of Companies	# of Companies	# of Companies
Employee	0	0	5
Dependent	0	0	5
Short-Term Disability	# of Companies	# of Companies	# of Companies
Employee	11	1	5
Dependent	2	1	5
Long-Term Disability	# of Companies	# of Companies	# of Companies
Employee	6	4	6
Dependent	1	1	5

FINANCIAL PLANS

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

Financial Plans Offered	# of Employers
401K	24
Annual Bonus	17
Tuition Reimbursement	13
Profit-Sharing	9
Health Savings	6
Pension Plan	5
Quarterly Bonus	5
Stock Purchase	4
Savings Plan	3
ESOP/ESPP	2
IRA/SEP	2
Attendance Bonus	2
Safety Bonus	2
Credit Union	1
Stock Bonus	1
408(p) Simple Plan	1

Additionally, one company reported making contributions to a union pension plan.

PAID LEAVE

The following information reflects the data collected from the participating employers on paid time off or paid leave. Examples of paid leave include holidays, vacation, and sick leave.

PTO

Five (5) companies reported combining holidays, vacations, and sick leave, or a combination of the three, into general leave or personal/paid time off (PTO). Four (4) of these companies reported that employees were eligible for PTO immediately, and one (1) employer reported that employees are eligible for PTO on an “as needed” individual basis.

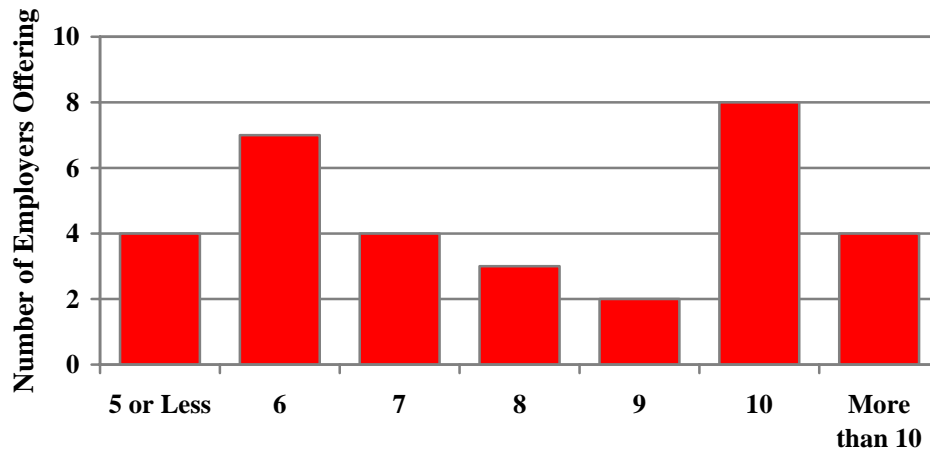
The amount of PTO varied among the reporting employers:

- 120 hours per year (prorated based on hire date)
- 18 – 28 days depending on length of employment
- 12 days
- 130 – 250 hours depending on length of employment
- No set amount

Holidays

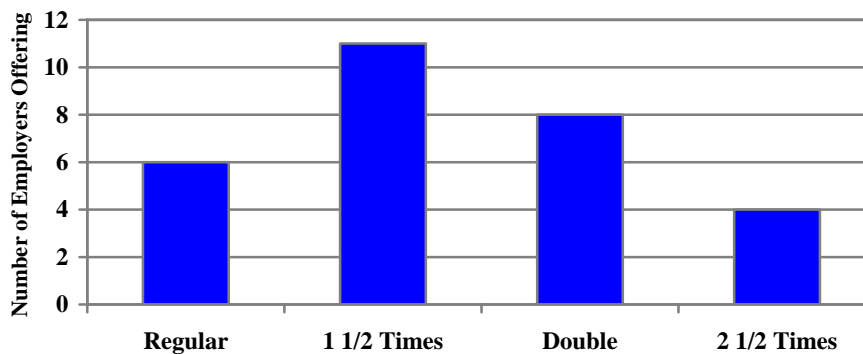
The number of paid holidays per year reported by the participating employers in the Grant County area ranges from five or less to over ten, as shown below.

Number of Paid Holidays Per Year



Additionally, one (1) company reported allowing employees to take one unpaid holiday per year, one (1) company reported allowing five unpaid holidays per year, and two (2) companies reported allowing six unpaid holidays per year. When employees work on holidays, the pay ranges from regular to 2½ times in the Grant County area, as illustrated in the chart below.

Holiday Pay



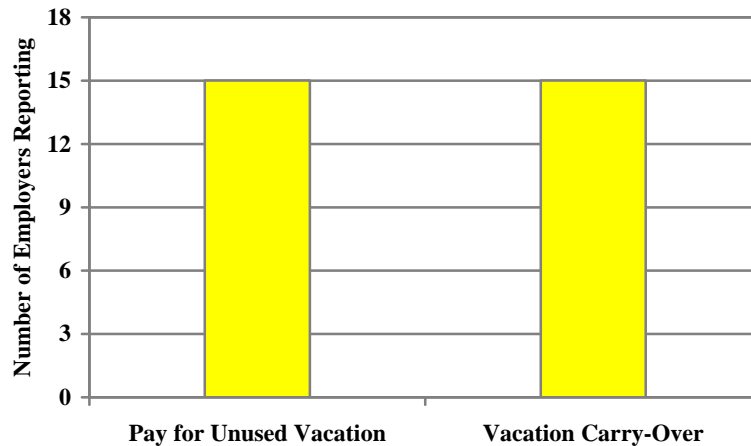
Vacation

Eligibility times for paid vacation, as reported by the participating employers, vary in the Grant County area, ranging from immediately upon hire to after one year of employment. Eligibility periods for paid vacation are illustrated in the chart below. Additionally, one company reported that employees were eligible after 1500 hours.

Vacation Eligibility Periods



Further, of the reporting companies, fifteen (15) reported pay for unused vacation time, and fifteen (15) companies allowed vacation carry-over.



Additional information about pay for unused vacation time:

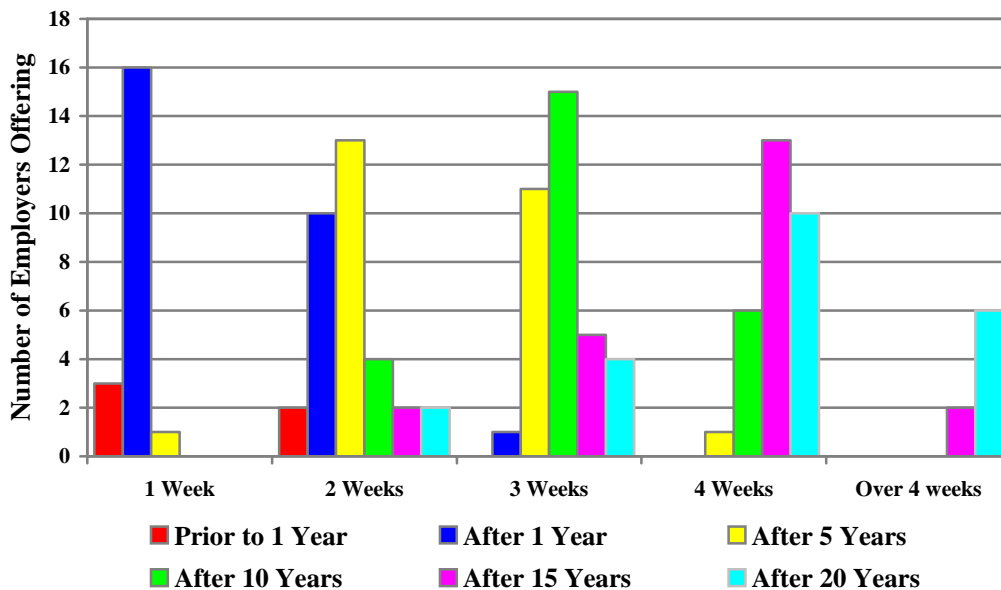
- One week only
- Employees can sell a maximum of one week after 3 weeks are used

Amounts of maximum carry-over for vacation time included:

- 1 week
- One month, no limit on hours
- 40 hours
- 2 times annual accrual rate
- 240 hours

The accompanying chart shows the number 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. Six (6) companies reported prorating vacation time during the first year.

Number of Vacation Weeks



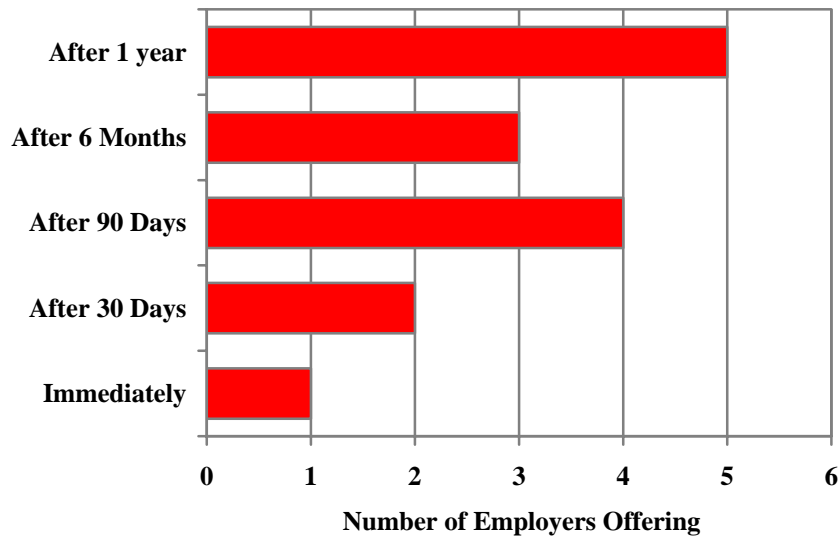
Two companies reported vacation time differently:

- Number of vacation weeks given in hours instead of weeks. For example, employees receive 130 hours of vacation after one year.
- Vacation time given after 3 years, 8 years, and 12 years.

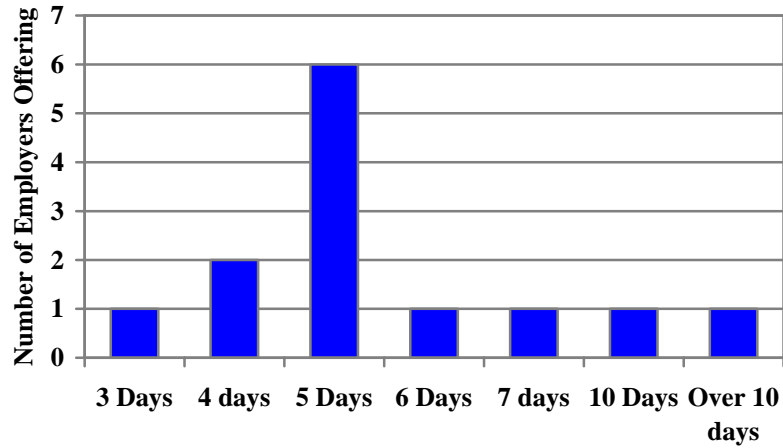
Sick Leave

The following charts give eligibility times and number of paid sick days per year for those participating companies that offer paid sick leave. Nineteen (19) companies (including those that reported PTO instead) reported no paid sick time.

Sick Leave Eligibility Periods

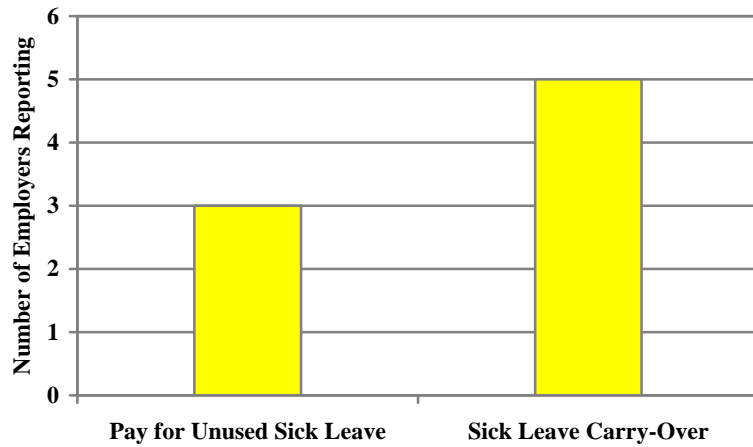


Paid Sick Days



Number of Paid Sick Days Per Year

Further, of the reporting companies, three (3) reported pay for unused sick leave, and five (5) companies allowed sick leave carry-over.

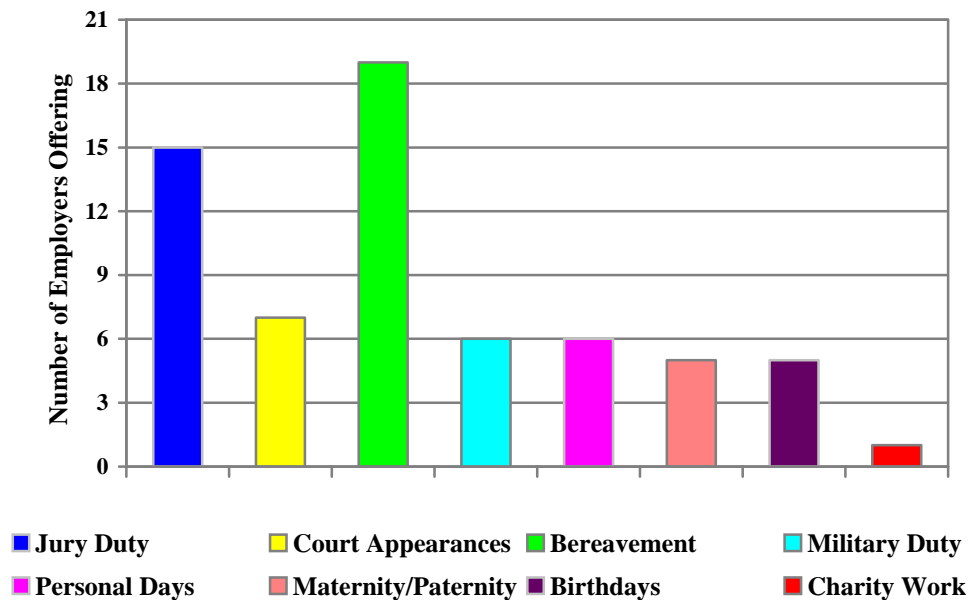


Employers who provided additional information about sick leave reported:

- Amount of time depends on years of service
- Maximum carry-over is 200 hours
- “first day paid” for employees who maintain 161-200 sick leave hours credit each year
- Maximum carry-over is 5 days
- Maximum carry-over is 30 days

Other Paid Leave

Participating employers were asked to report whether their companies gave additional paid time off to employees for jury duty, court appearances, bereavement, military duty, maternity/paternity leave, or other days. The chart below shows the number of companies reporting each category.





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