

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

January, 2012

Compiled and Produced by

THE PATHFINDERS



Dallas, Texas

TABLE OF CONTENTS

I. INTRODUCTION1

II. SURVEY SUMMARY2

III. EMPLOYERS’ RATINGS OF THE WORKFORCE8

IV. WAGE SECTION.....15

A. Hourly Workers17

B. Salaried Workers21

V. FRINGE BENEFITS SECTION.....24

A. Hourly Workers24

B. Salaried Workers34

INTRODUCTION

The 2012 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 and email.

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.

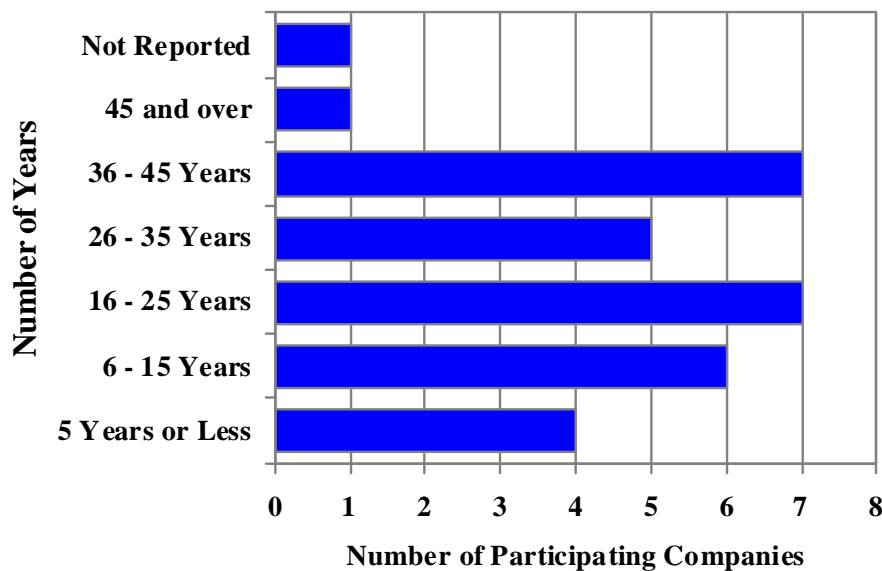
Please note that some of the companies responding to the survey did not answer all the questions on the form; therefore, the total number of responses for each question will not always equal the total number of participants. Further, every attempt was made to include as much as possible of the data reported by the participating employers; however, in some instances, data were omitted for various reasons, including confidentiality.

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) or e-mail (info@thepathfindersus.com).

SURVEY SUMMARY

Thirty-one (31) companies, with a combined total employment of over 4,600 workers, participated in the 2012 Grant County Area Wage and Fringe Benefits Survey, representing business sectors including manufacturing, distribution, food processing 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.

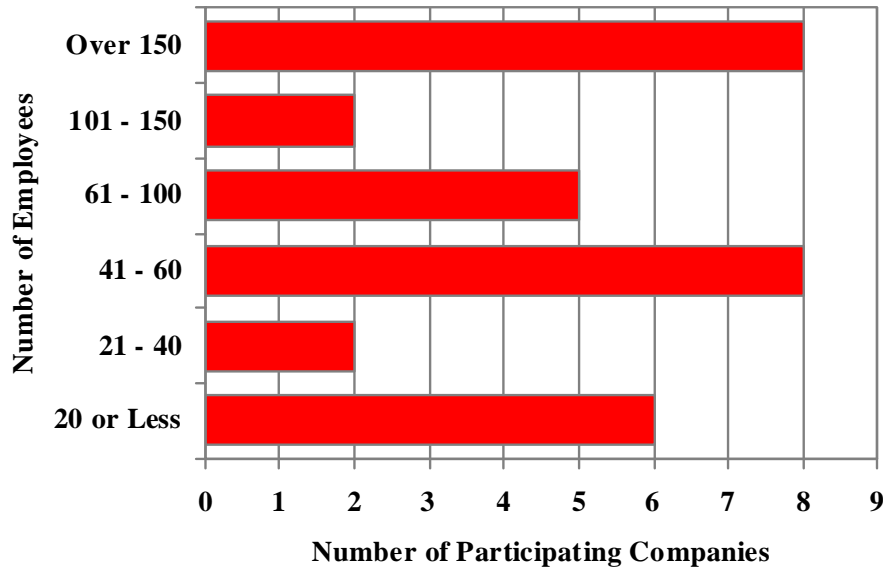
Participating Companies - Length of Time in Community



Five (5) of the reporting companies are unionized with an average of 86% of workers belonging to unions. The reported total annual payroll for the participating companies was over \$150 million, although it should be noted that not all companies responded to the annual payroll question.

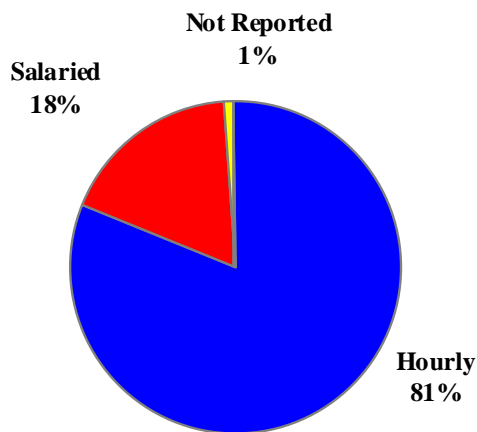
Companies of various sizes were represented in the survey ranging from twenty or less employees to 150 or more workers. The number of participating companies by number of employees is shown in the chart on the following page.

Participating Companies by Total Employment

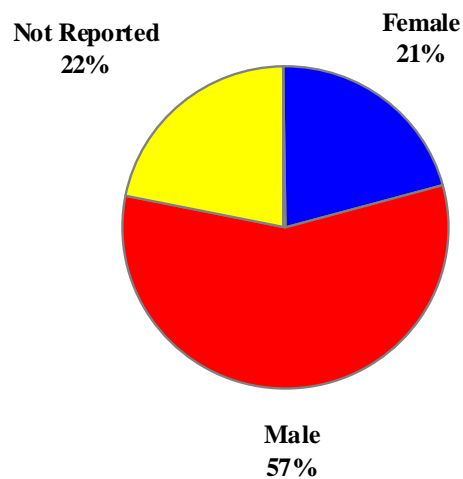


The total reported employment of 4,694 was comprised of 81% hourly workers and 18% salaried workers. The percentages of hourly and salaried employees, as well as male and female employees, of the reporting companies are illustrated in the following pie charts. Note that status and gender were not reported by all of the participating companies.

Hourly / Salaried Employees



Female / Male Employees



The number of shifts worked as reported by the participating employers is shown below.

Number of Shifts Worked



Sixteen (16) companies reported shift premiums, with the average premium being \$.20 per hour.

Other reported shift pay includes:

- ½ hour’s pay
- 5%
- 10%

Overtime time was reported at 1½ times by nineteen (19) of the participating employers. One (1) employer reported regular pay, and two (2) reported double pay for overtime.

Other overtime includes:

- 15%
- \$.25 per hour

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	19
Staffing Service	15
Newspaper	11
Referrals	11
Internet	11
State Agency	11
Walk-Ins	9
Colleges	5
Job Fair	5
Recruiters	5
Job Board/Sign	4
Networking	3
Radio/TV	1
Trade Journals	1

Hiring Practices

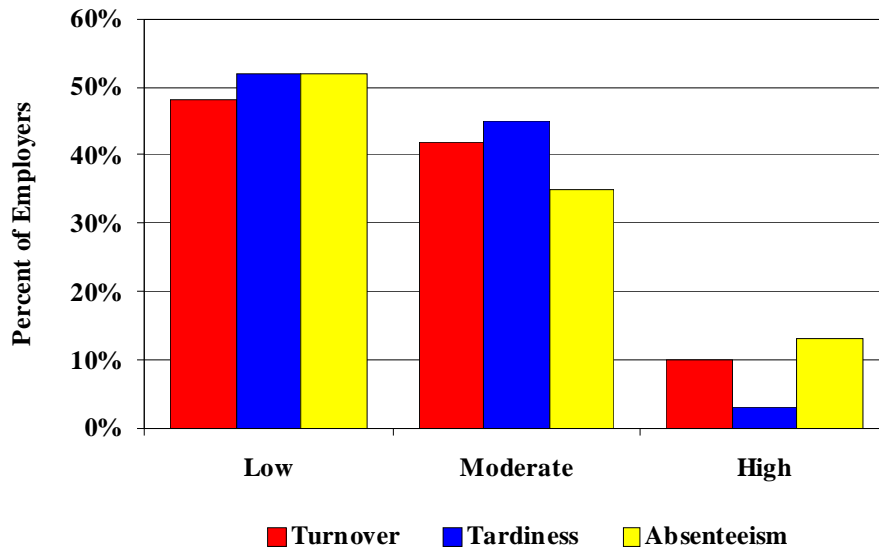
With regard to hiring practices, nineteen (19) of the participating firms increased employment during the past twelve months, and six (6) decreased employment for a net of +301 jobs.

Thirteen (13) firms project increasing employment during the next twelve months for a total of more than 300 jobs, and two (2) companies project a decrease resulting in a net of +293 jobs.

In addition, five (5) companies project an increase during the next twelve months and two (2) project a decrease, but are unsure of the number of workers.

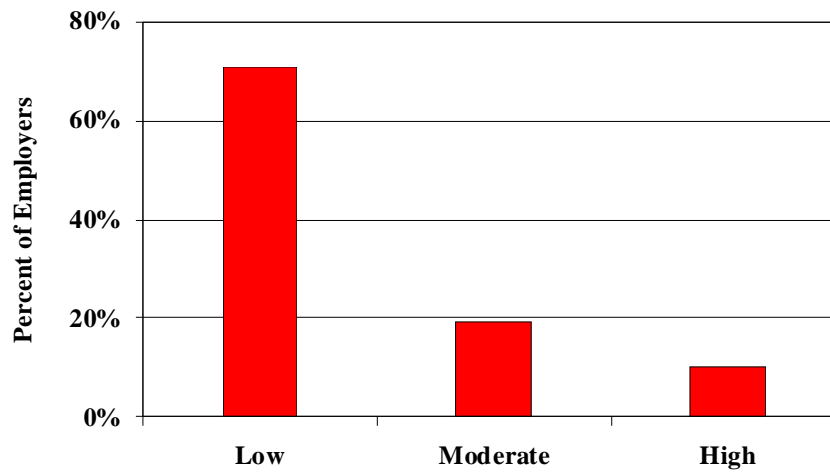
Employers were asked to rate turnover, tardiness and absenteeism among their workers as “Low”, “Moderate”, or “High”.

Ratings For Turnover – Tardiness – Absenteeism



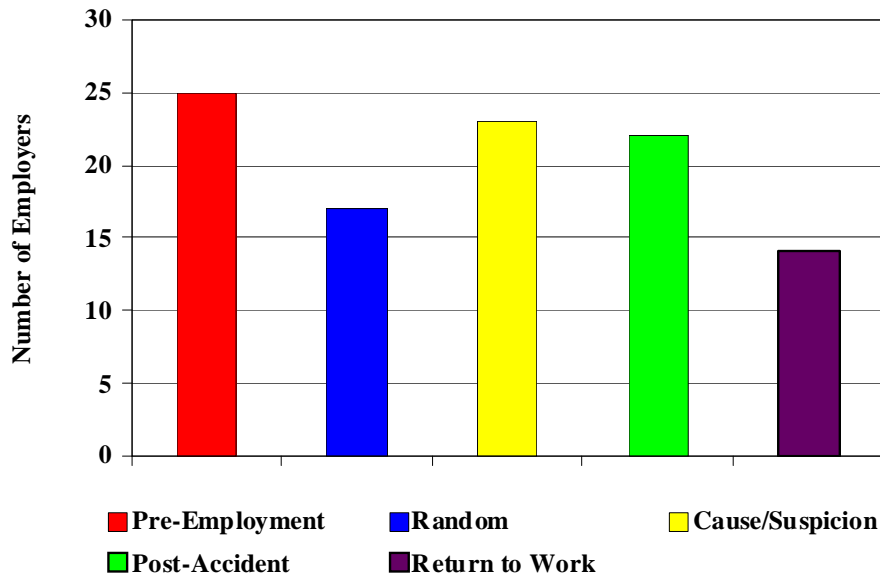
Further, employers were asked to evaluate substance abuse in the workforce as “Low”, “Moderate” or “High”.

Substance Abuse Ratings



Twenty-six (26) of the participating employers reported that testing for substance abuse was conducted in their companies using one or more of the following methods.

Methods of Substance Abuse Testing



Other checks in addition to substance abuse testing were reported by the responding employers and are shown in the chart below.

Checks	# of Employers
Criminal Background Check	18
Drivers License Check	11
Nicotine Testing	1

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; reading/writing skills; math skills; teamwork 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 35% of the employers and “Fair” by 48% of the participating employers. Technical worker availability was rated “Good” by 32% of the employers and “Fair” by 42%.

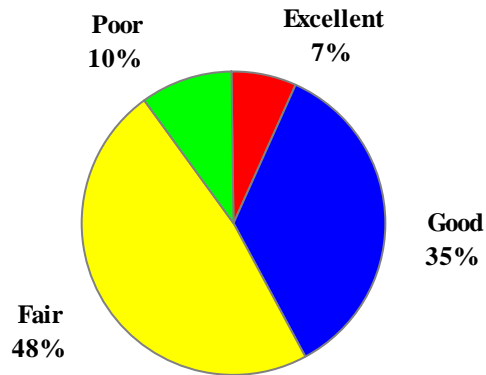
When responding to questions about employee attitudes and productivity, the responses of the participating employers were favorable. 84% of the participants rated Worker Productivity as “Good” or “Excellent”, and 77% reported Worker Reliability as “Good” or “Excellent”.

Further, the employers rated the area’s business climate in terms of such factors as support and communication and also rated the area’s overall quality of life. 84% of the Grant County participating employers rated the quality of life in the area as “Good” or “Excellent”. In addition, the employers were asked to rate the transportation system in the area with regard to its effect on the workforce. The employers were also asked to rate the area’s educational providers.

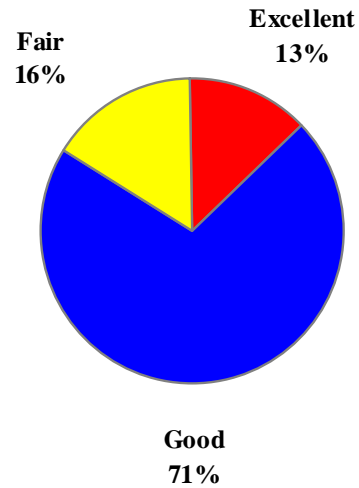
The ratings for the above-mentioned factors and others appear in the following charts.

EMPLOYER RATINGS OF WORKFORCE (percentages of employers surveyed)

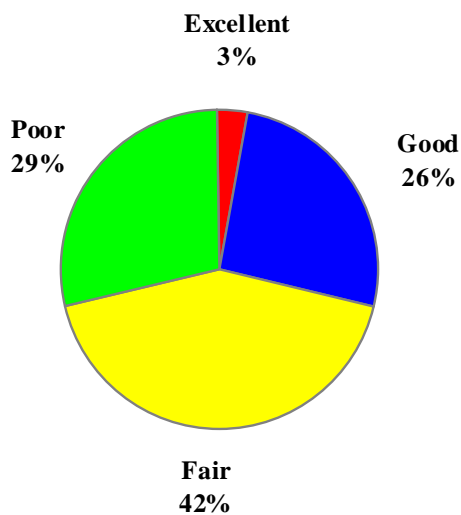
Skilled Labor Availability



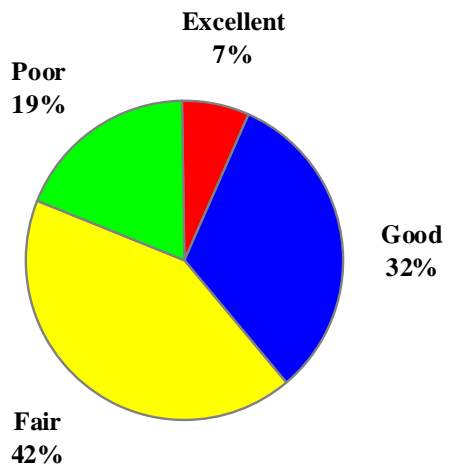
Unskilled Labor Availability



Professional Labor Availability

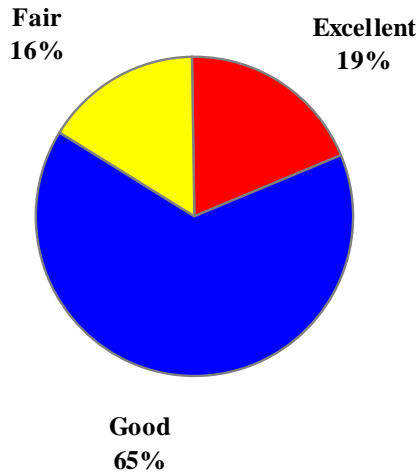


Technical Labor Availability



EMPLOYER RATINGS OF WORKFORCE (percentages of employers surveyed)

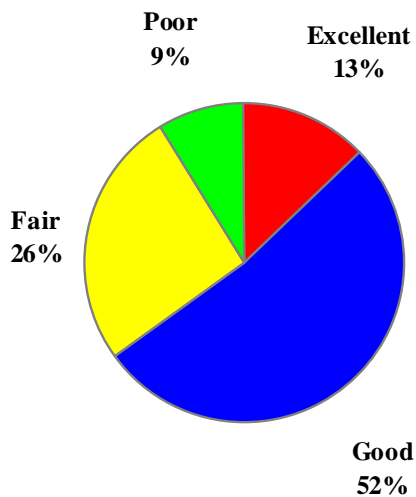
Productivity



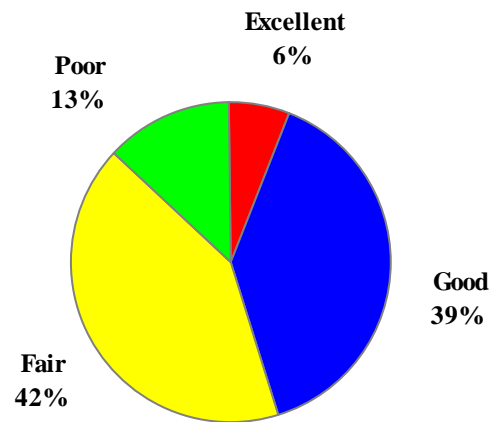
Reliability



Reading Skills

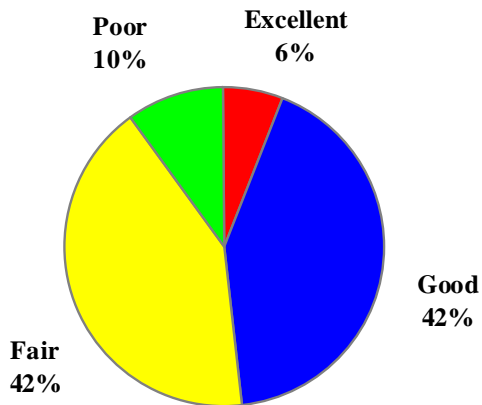


Writing Skills

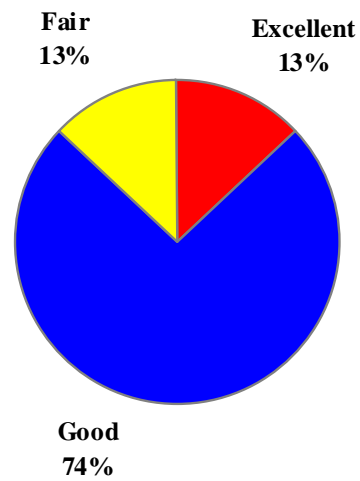


EMPLOYER RATINGS OF WORKFORCE
(percentages of employers surveyed)

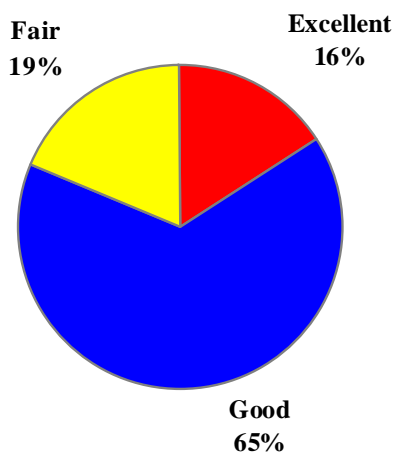
Math Skills



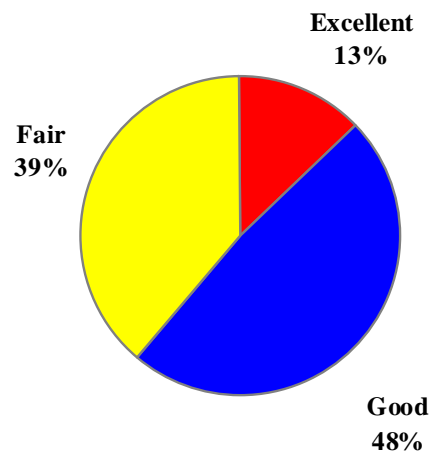
Attitudes



Teamwork Skills

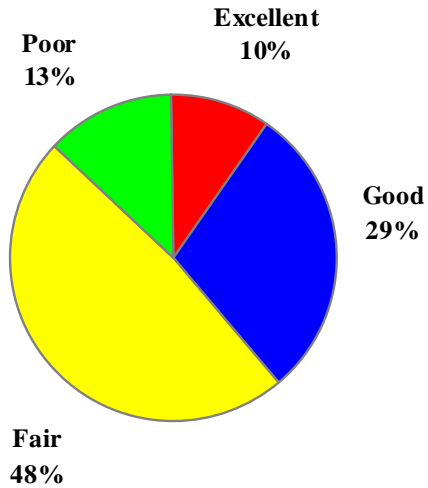


Entry Level Skills



EMPLOYER RATINGS OF WORKFORCE (percentages of employers surveyed)

Computer Skills



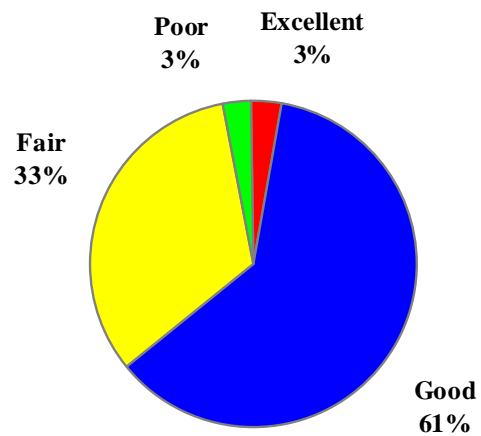
Job Readiness



Trainability

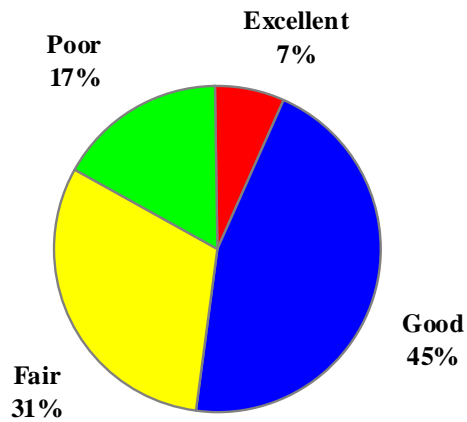


Workforce Rating Overall



EMPLOYER RATINGS (percentages of employers surveyed)

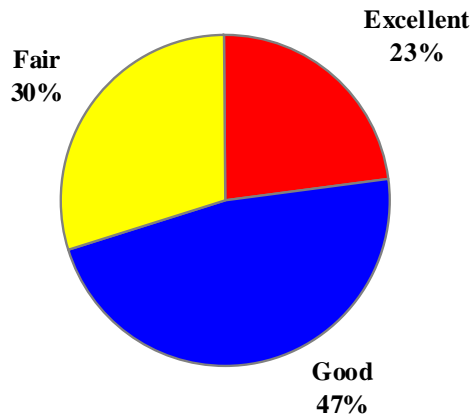
Area Transportation



Area Quality of Life



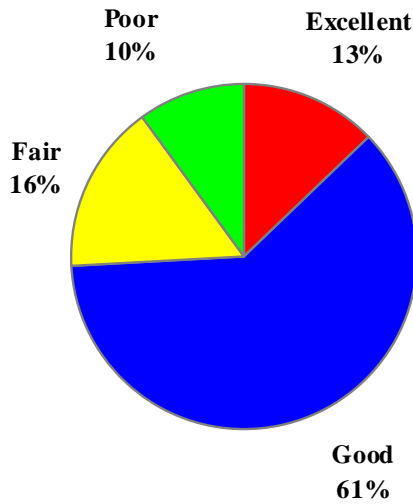
Area Business Climate



EMPLOYER RATINGS (percentages of employers surveyed)

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, 74% of the respondents rated local community colleges as “Good” to “Excellent”, and 58% rated the local public schools as “Good” to “Excellent”.

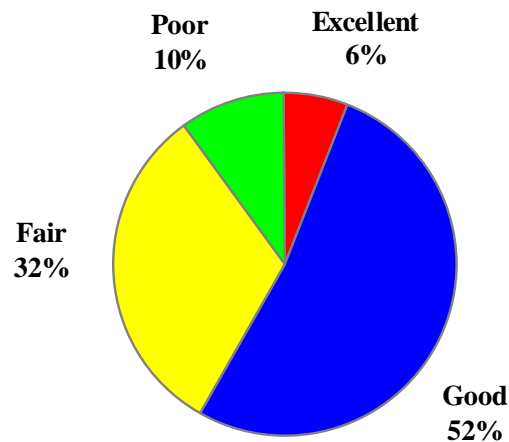
Community Colleges



Technical and Trade Schools



Local Public Schools



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.

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 21.

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	Number of Firms Reported
Accountant	\$24.00	\$24.00	\$24.00	\$25.75	\$25.75	\$25.75	\$25.75	1	1
Accounts Payable Clerk	\$11.83	\$15.00	\$13.65	\$12.76	\$20.00	\$16.79	\$16.61	9	6
Accounts Receivable Clerk	\$13.00	\$17.00	\$14.89	\$15.00	\$17.13	\$16.41	\$16.41	4	4
Administrative Assistant	\$9.00	\$15.00	\$12.85	\$12.00	\$18.75	\$15.86	\$15.70	22	8
Assembler	\$12.26	\$12.26	\$12.26	\$14.48	\$15.60	\$15.04	\$15.44	206	2
Auditor	\$14.86	\$14.86	\$14.86	\$14.86	\$14.86	\$14.86	\$14.86	12	1
Bldg. & Grounds Maintenance	\$10.75	\$18.00	\$14.49	\$12.60	\$25.96	\$17.15	\$17.78	17	5
Bookkeeper	\$15.00	\$15.00	\$15.00	\$16.00	\$17.00	\$16.50	\$16.50	2	2
Buyer/Purchaser	\$13.56	\$20.00	\$15.71	\$13.56	\$27.00	\$17.58	\$15.79	8	4
CNC Machinist/Programmer	\$9.53	\$24.75	\$17.14	\$15.80	\$24.75	\$21.18	\$20.41	7	3
Computer Technician	\$12.00	\$16.86	\$14.43	\$15.50	\$18.30	\$16.60	\$16.60	3	3
Critical Facilities Technician	\$18.00	\$21.79	\$19.90	\$20.00	\$23.01	\$21.51	\$20.75	8	2
Customer Service	\$9.28	\$11.75	\$10.34	\$12.00	\$20.43	\$14.77	\$14.28	13	4
Electrician	\$17.38	\$29.00	\$20.90	\$19.62	\$30.00	\$24.72	\$23.94	62	11
Engineer	n/r	n/r	n/a	\$22.50	\$22.50	\$22.50	\$22.50	1	1

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	Number of Firms Reported
Engineering Technician	\$17.38	\$17.38	\$17.38	\$23.00	\$26.68	\$24.84	\$23.77	19	2
Environmental Technician	\$14.50	\$19.60	\$16.57	\$16.75	\$23.18	\$19.09	\$18.41	12	3
Foreman	n/r	n/r	n/a	\$18.00	\$18.00	\$18.00	\$18.00	2	1
Fork Lift Operator	\$9.50	\$14.43	\$12.17	\$9.50	\$17.00	\$14.21	\$14.62	279	13
General Laborer	\$8.67	\$13.55	\$10.59	\$8.75	\$14.89	\$11.80	\$12.03	842	16
General Manager	n/r	n/r	n/a	\$40.00	\$40.00	\$40.00	\$20.00	2	2
General Office	\$15.54	\$15.54	\$15.54	\$13.56	\$17.00	\$15.52	\$15.21	8	3
Health and Safety Coordinator	\$17.50	\$17.50	\$17.50	\$20.00	\$22.00	\$21.00	\$21.33	3	2
Human Resources Assistant	\$13.25	\$20.00	\$15.94	\$14.00	\$26.00	\$17.63	\$15.81	8	4
Instrument Technician	\$21.79	\$28.00	\$24.05	\$22.35	\$28.00	\$24.45	\$23.51	6	3
Inventory/Stock Clerk	\$9.28	\$16.59	\$13.73	\$12.00	\$16.59	\$14.86	\$14.58	10	4
IT Specialist	\$16.85	\$20.00	\$18.28	\$17.30	\$22.00	\$19.77	\$19.36	45	4
Janitor	\$9.13	\$15.24	\$11.80	\$10.25	\$14.43	\$12.55	\$11.13	26	9
Kanban Coordinator	n/r	n/r	n/a	\$19.50	\$19.50	\$19.50	\$19.50	8	1
Lab Technician	\$11.00	\$17.91	\$14.68	\$13.50	\$21.05	\$16.42	\$15.76	89	9
Lean Manufacturing Technician	\$17.06	\$17.06	\$17.06	\$18.18	\$18.18	\$18.18	\$18.18	4	1
Lean Workshop Leader	n/r	n/r	n/a	\$26.00	\$26.00	\$26.00	\$26.00	5	1
Line Supervisor	\$8.75	\$20.00	\$14.59	\$10.00	\$25.00	\$17.54	\$18.92	48	4

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	Number of Firms Reported
Loading Operator	\$9.50	\$15.12	\$12.31	\$11.75	\$20.00	\$16.08	\$16.45	26	3
Machine Operator – no Set-up	\$8.67	\$19.54	\$14.51	\$9.00	\$16.78	\$12.89	\$14.01	54	3
Machine Operator – with Set-up	\$8.75	\$16.86	\$12.99	\$9.50	\$18.11	\$15.12	\$15.99	208	9
Maintenance General	\$11.00	\$17.38	\$15.25	\$15.00	\$24.04	\$20.19	\$20.78	85	5
Maintenance Manager	\$12.00	\$12.00	\$12.00	\$15.50	\$25.87	\$20.69	\$18.96	3	2
Maintenance Mechanic	\$11.00	\$28.00	\$16.64	\$14.00	\$28.00	\$20.68	\$21.47	269	15
Materials Handler	\$9.13	\$13.88	\$11.51	\$10.90	\$15.42	\$13.16	\$12.76	114	2
Office Manager	\$12.00	\$12.00	\$12.00	\$17.00	\$17.00	\$17.00	\$17.00	1	1
Operations Manager	\$12.00	\$27.00	\$19.50	\$11.75	\$27.00	\$17.85	\$14.28	5	5
Packer/Picker	\$8.98	\$10.35	\$9.67	\$10.35	\$10.40	\$10.38	\$10.39	41	2
Payroll Clerk	\$13.50	\$17.00	\$15.40	\$15.00	\$23.00	\$18.02	\$18.02	6	6
Plant Manager	\$18.00	\$18.00	\$18.00	\$30.00	\$30.00	\$30.00	\$30.00	1	1
Product Control Coordinator	\$14.00	\$15.42	\$14.71	\$16.10	\$22.00	\$19.05	\$17.28	5	2
Production Manager	\$16.00	\$16.00	\$16.00	\$24.00	\$24.00	\$24.00	\$24.00	1	1
Production Operator	\$9.00	\$15.00	\$12.38	\$10.25	\$17.00	\$14.66	\$15.08	222	6
Quality Assurance/Inspection	\$8.67	\$15.66	\$12.01	\$10.00	\$18.00	\$14.58	\$14.31	100	7
Quality Inspector	\$9.28	\$15.66	\$12.88	\$12.00	\$16.80	\$14.26	\$13.62	43	4
Quality Supervisor	\$10.00	\$20.00	\$15.00	\$14.50	\$25.85	\$20.18	\$20.18	2	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	Number of Firms Reported
Receptionist	\$9.50	\$14.28	\$11.87	\$9.60	\$14.28	\$12.32	\$12.32	3	3
Safety Manager	n/r	n/r	n/a	\$25.90	\$25.90	\$25.90	\$12.95	2	2
Scheduler	\$13.25	\$15.66	\$14.23	\$14.00	\$22.00	\$16.73	\$16.30	6	4
Secretary	\$11.00	\$11.00	\$11.00	\$13.00	\$16.00	\$14.50	\$11.75	8	3
Shipping/Receiving Clerk	\$8.67	\$17.50	\$13.89	\$12.39	\$19.00	\$16.25	\$16.84	20	7
Shop Manager	\$10.00	\$10.00	\$10.00	\$13.00	\$20.78	\$16.89	\$11.26	3	3
Team Leader	\$13.25	\$22.00	\$17.88	\$14.65	\$25.00	\$19.31	\$19.26	101	5
Tool Designer	n/r	n/r	n/a	\$26.00	\$26.00	\$26.00	\$26.00	6	1
Tool Machinist	n/r	n/r	n/a	\$23.00	\$23.00	\$23.00	\$23.00	6	1
Training Coordinator	\$15.66	\$17.56	\$16.61	\$17.33	\$19.27	\$18.30	\$18.99	7	2
Truck Driver	\$11.53	\$19.00	\$14.91	\$12.04	\$22.10	\$16.59	\$17.26	123	6
Warehouse Supervisor	\$14.00	\$14.00	\$14.00	\$17.50	\$17.50	\$17.50	\$17.50	1	1
Welder	\$14.00	\$20.00	\$16.01	\$15.50	\$22.22	\$18.38	\$18.82	110	7

WAGE SUMMARY – SALARIED WORKERS
Grant County, Washington Area

SALARIED WORKERS JOB CLASSIFICATION	Average Annual Salary	Number of Employees Reported	Number of Firms Reported
Accountant	\$70,018.31	16	13
Accounts Payable Clerk	\$44,310.00	3	3
Accounts Receivable Clerk	\$36,000.00	1	1
Administrative Assistant	\$38,418.33	9	6
Auditor	\$46,303.00	2	1
Bookkeeper	\$36,300.00	2	2
Buyer/Purchaser	\$58,186.04	21	12
Chemist	\$96,000.00	1	1
Chief Operator	\$65,000.00	6	1
Computer Technician	\$70,000.00	2	2
Critical Facilities Manager	\$53,050.00	1	1
Customer Service	\$46,000.00	3	1
Department Manager	\$67,652.00	34	7
Dispatcher	\$54,000.00	1	1
Engineer	\$69,866.71	31	7
Engineering Manager	\$95,500.00	7	4
Engineering Technician	\$50,000.00	2	2
Environmental Technician	\$65,000.00	1	1
Field Reps	\$55,755.00	19	6
Foreman	\$51,754.00	28	3
Fork Lift Operator	\$50,000.00	9	1
General Manager	\$109,194.44	11	9
General Office	\$27,380.00	3	2
Health and Safety Coordinator	\$52,693.33	3	3

SALARIED WORKERS JOB CLASSIFICATION	Average Annual Salary	Number of Employees Reported	Number of Firms Reported
Human Resources Assistant	\$38,684.17	10	6
Human Resources Manager	\$69,255.00	13	12
Inside Sales	\$41,000.00	2	1
Inventory/Stock Clerk	\$42,000.00	1	1
IT Specialist	\$57,690.00	6	5
Lab Technician	\$59,205.00	3	2
Line Supervisor	\$51,962.86	70	7
Loading Operator	\$40,000.00	3	1
Logistics Lead	\$59,666.67	3	3
Maintenance Manager	\$74,421.43	14	14
Maintenance Mechanic	\$55,000.00	7	1
Manufacturing Engineer	\$62,000.00	11	1
Network Administrator	\$68,000.00	1	1
Office Manager	\$47,250.00	5	4
Operations Manager	\$100,435.27	19	11
Operator - Chemical Production	\$55,000.00	6	1
Outside Sales	\$32,500.00	3	1
Payroll Clerk	\$31,800.00	1	1
Plant Manager	\$123,547.71	8	8
Product Manager	\$60,180.00	1	1
Production Manager	\$80,311.64	21	11
Production Operator	\$45,000.00	3	1
Project Manager	\$69,166.67	3	3
Quality Assurance/Inspection	\$18,000.00	1	1
Quality Manager	\$75,841.36	11	11
Quality Supervisor	\$57,166.67	13	6

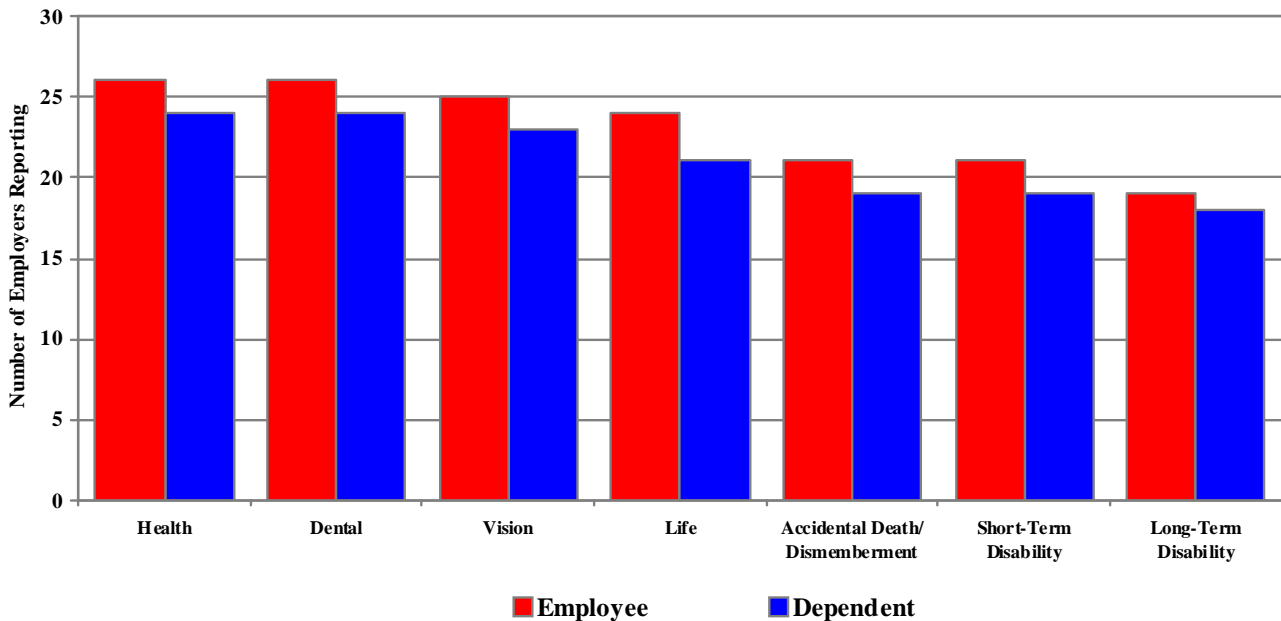
SALARIED WORKERS JOB CLASSIFICATION	Average Annual Salary	Number of Employees Reported	Number of Firms Reported
Receptionist	\$28,000.00	1	1
Safety Manager	\$70,755.00	6	6
Sales Manager	\$129,300.00	7	5
Scheduler	\$42,000.00	5	4
Secretary	\$28,100.00	1	1
Shipping/Receiving Clerk	\$30,400.00	4	2
Shop Manager	\$53,760.00	4	4
Team Leader	\$60,000.00	12	1
Warehouse Supervisor	\$40,195.00	4	4

FRINGE BENEFITS SECTION

FRINGE BENEFITS – HOURLY WORKERS

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

INSURANCE COVERAGE – HOURLY WORKERS



The above chart separates insurance coverage into the categories of health, dental, vision, life, accident, short-term disability and long-term disability and gives the number of participating employers reporting offering each type of insurance coverage for their hourly workers and families. As noted, twenty-six (26) of the participating companies reported providing health insurance for hourly employees, and twenty-four (24) companies reported providing health insurance for dependents.

The table on the following page shows the average percent of premium paid by the company for hourly employees and dependents in each of the insurance categories. One (1) employer reported the percent of premium paid by the company depends on the services selected by the employee.

INSURANCE PREMIUMS PAID – HOURLY WORKERS

Type of Insurance	Number of Companies Providing	Average % of Premium Paid
Health		
Employee	26	74%
Dependent	24	55%
Dental		
Employee	26	68%
Dependent	24	63%
Vision		
Employee	25	59%
Dependent	23	53%
Life		
Employee	24	91%
Dependent	21	24%
Accidental Death/ Dismemberment		
Employee	21	51%
Dependent	19	16%
Short-Term Disability		
Employee	21	62%
Dependent	19	19%
Long-Term Disability		
Employee	19	51%
Dependent	18	14%

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	23
Tuition Reimbursement	16
Health Savings Plan/FSA	11
Annual Bonus	8
Production/Incentive Bonus	6
Pension Plan	4
Attendance Bonus	4
Safety Bonus	4
Profit-Sharing Plan/Gainsharing	3
Stock Purchase/Stock Options	3
Quarterly Bonus	3
ESOP/ESPP	2
IRA/SEP	2

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
Supplemental Life Insurance	21
Business Travel/Mileage	21
Employee Assistance Plan	19
Prescription Drug Card	17
Eyewear Discount	15
Cell Phone	8
Legal	7
Uniform Discount	4
Transportation	3
Identity Theft	2

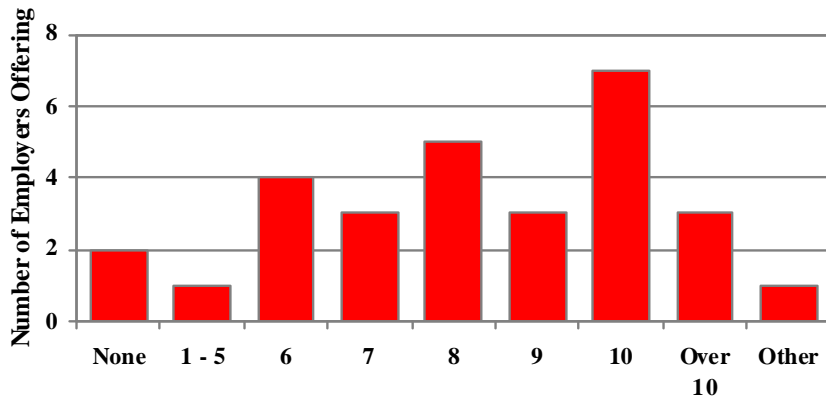
PAID LEAVE – HOURLY WORKERS

The following information 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, and sick leave. Although most of the participating companies reported information for each of the paid leave categories, four (4) companies reported combining these categories into general leave or personal time off (PTO). In these companies, specific numbers of PTO hours/days per year may be used for all or most of the paid leave categories.

Holidays – Hourly Workers

The number of paid holidays per year for hourly workers as reported by the responding employers ranges from none to over ten as illustrated in the chart on the following page.

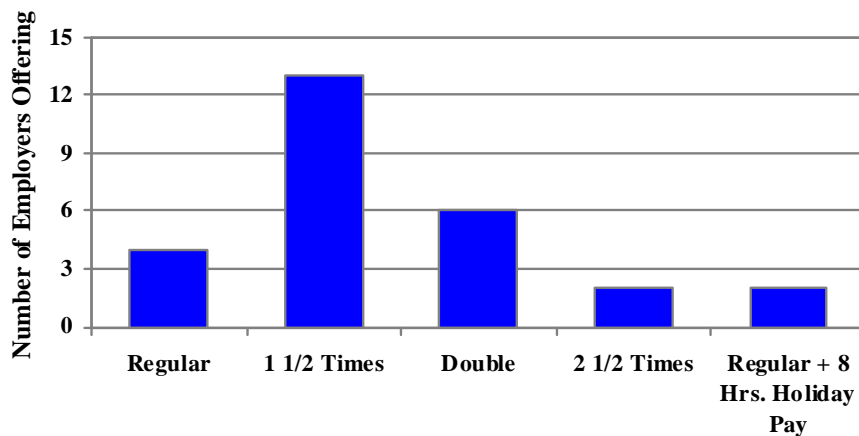
**Number of Paid Holidays Per Year
Hourly Workers**



The “other” in the above chart is 80 hours per year, as reported by one (1) participating employer.

Those companies which responded to the holiday pay question reported the following pay rates for those hourly workers who work on holidays.

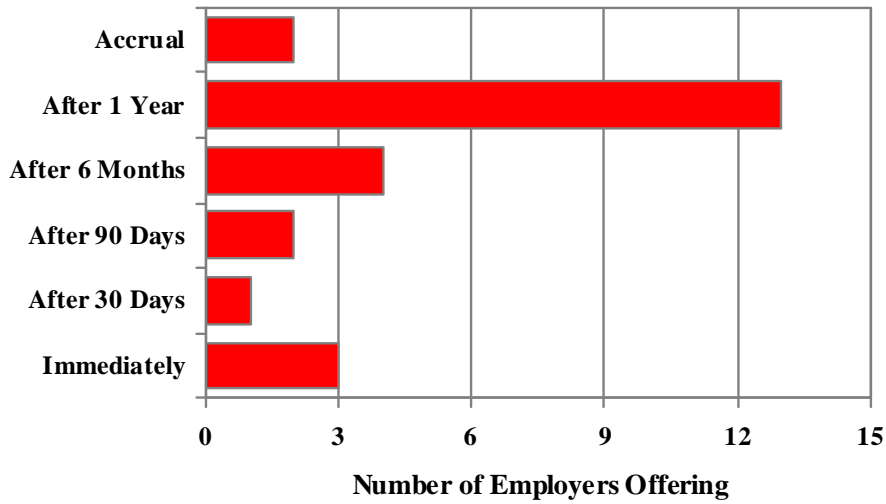
Holiday Pay - Hourly Workers



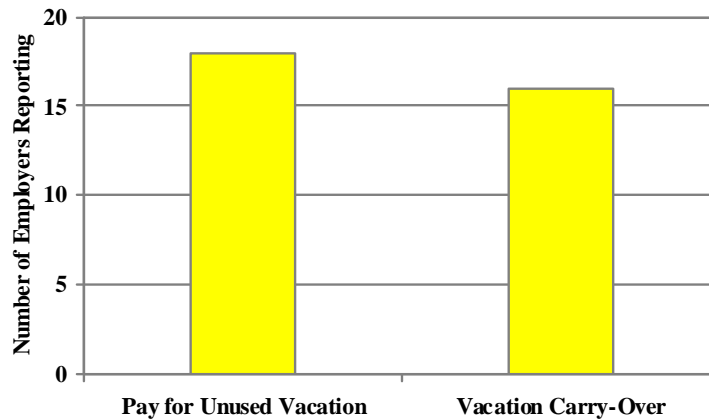
Vacation – Hourly Workers

Twenty-eight (28) of the participating employers reported vacation time for hourly employees. Reported eligibility periods for vacation time are shown in the following chart.

Vacation Eligibility Periods - Hourly Workers

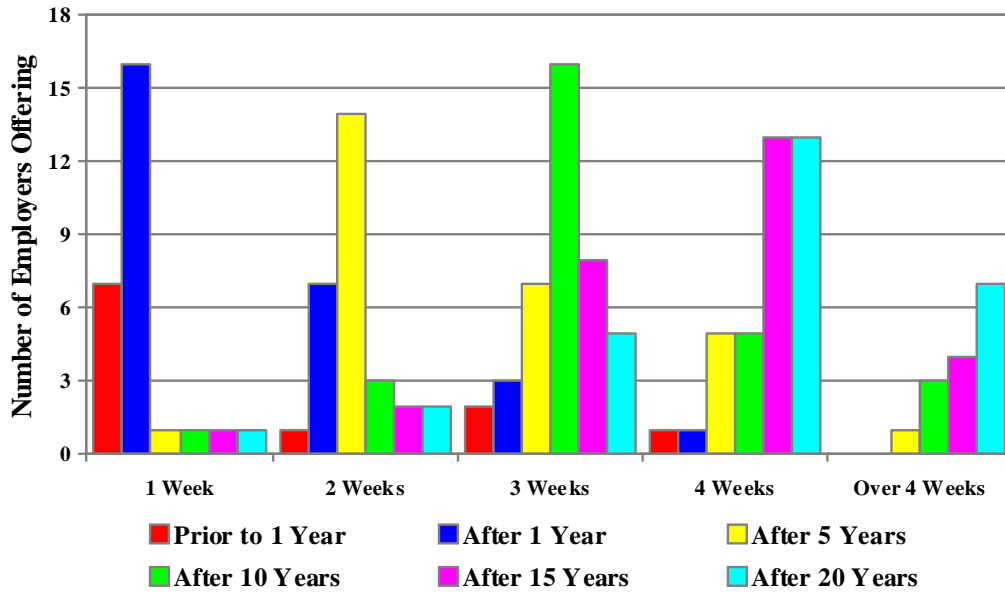


Further, of the reporting companies, eighteen (18) reported pay for unused vacation time, and sixteen (16) companies allowed vacation carry-over for their hourly workers.



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. Eleven (11) companies reported prorating vacation time during the first year.

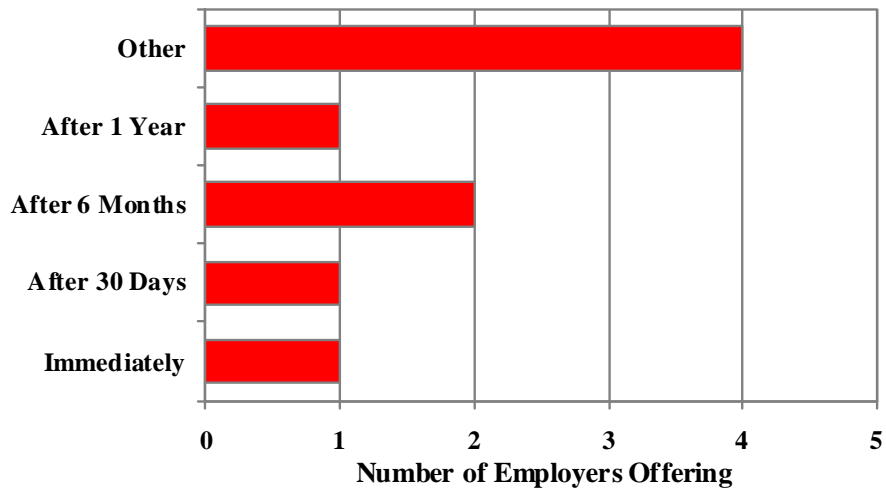
Number of Vacation Weeks - Hourly Workers



Sick Leave – Hourly Workers

Of the participating companies, ten (10) reported offering paid sick leave for hourly employees. The following chart gives eligibility times for sick leave for hourly workers.

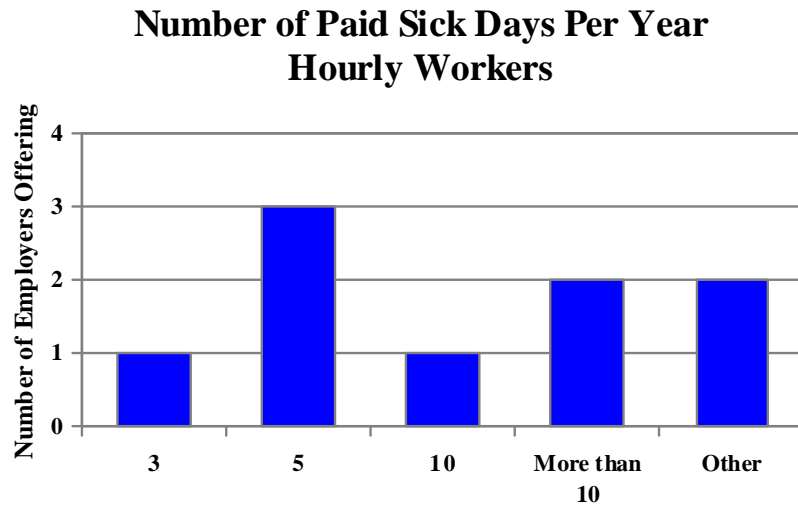
**Sick Leave Eligibility Periods
Hourly Workers**



The “other” in the above sick leave eligibility chart includes:

- After first sick day
- After 1,500 hours worked
- After 3 days
- After accrual time is met

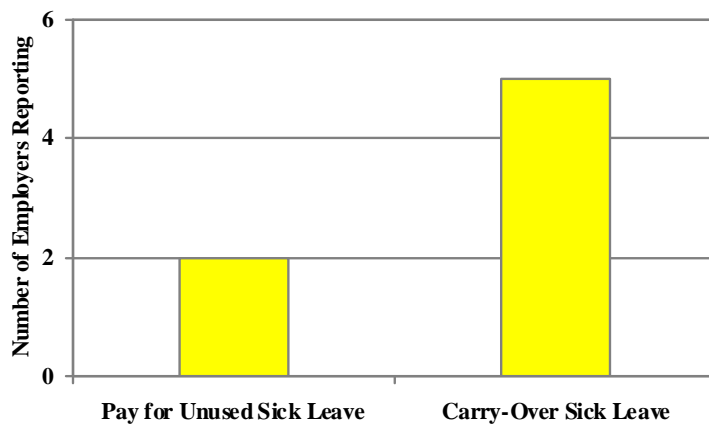
The number of paid sick days per year for hourly workers was reported as follows:



The “other” in the above chart is as follows:

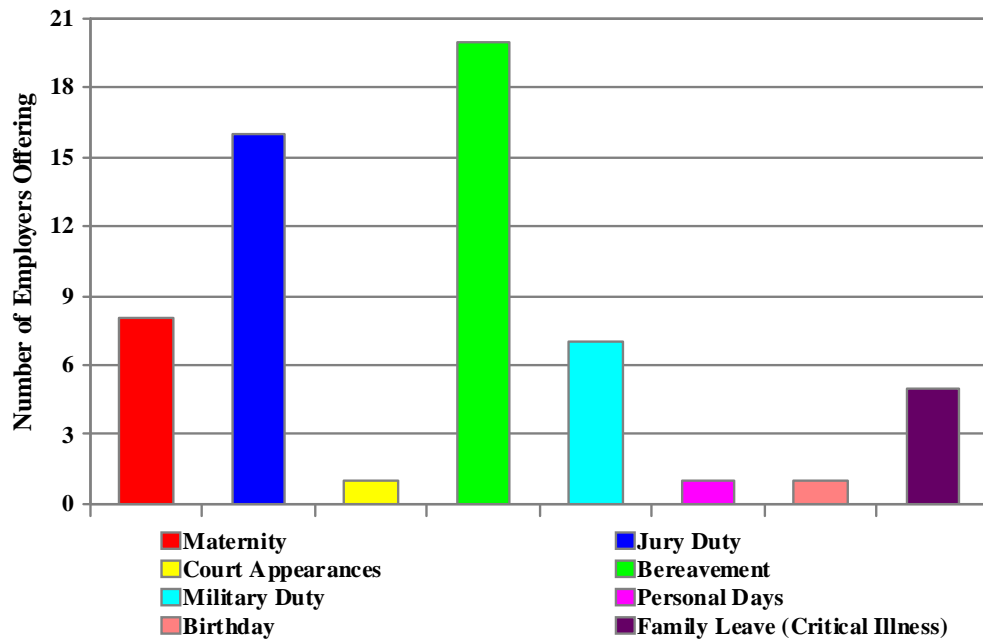
- 48 hours per year
- 40 hours per year

Additionally, of the reporting companies, two (2) companies reported pay for unused sick leave, and five (5) allowed sick leave carry-over for hourly workers.



Other Paid Leave – Hourly Workers

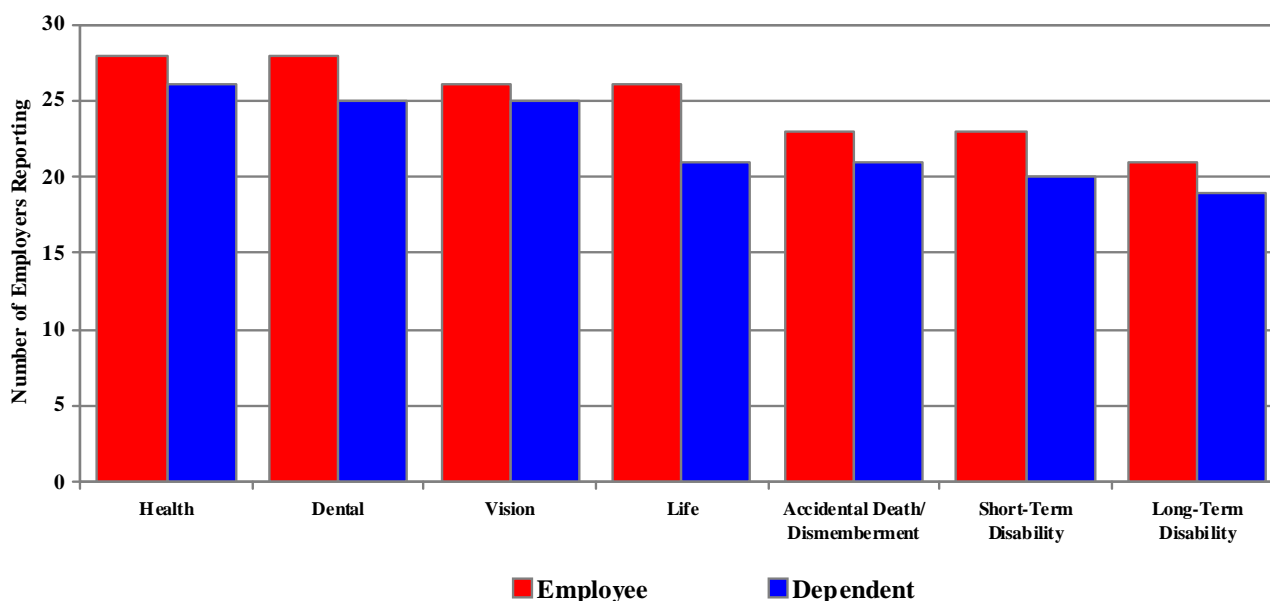
Participating employers were asked to report whether their companies gave additional paid time off to hourly employees for maternity/paternity, jury duty, court appearances, bereavement, military duty, personal days or other categories. The chart below shows the number of companies reporting each category.



FRINGE BENEFITS – SALARIED WORKERS

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

INSURANCE COVERAGE – SALARIED WORKERS



The above chart separates insurance coverage into the categories of health, dental, vision, life, accident, short-term disability and long-term disability and gives the number of participating employers reporting offering each type of insurance coverage for their salaried workers and families regardless of the percent of premium paid for by the company. As noted, twenty-eight (28) of the participating companies reported providing health insurance for salaried employees, and twenty-six (26) companies reported providing health insurance for dependents.

The table on the following page shows the average percent of premium paid by the company for salaried employees and dependents in each of the insurance categories. One (1) employer reported the percent of premium paid by the company depends on the services selected by the employee.

INSURANCE PREMIUMS PAID – SALARIED WORKERS

Type of Insurance	Number of Companies Providing	Average % of Premium Paid
Health		
Employee	28	74%
Dependent	26	59%
Dental		
Employee	28	68%
Dependent	25	60%
Vision		
Employee	26	56%
Dependent	25	48%
Life		
Employee	26	95%
Dependent	24	30%
Accidental Death/ Dismemberment		
Employee	23	69%
Dependent	21	19%
Short-Term Disability		
Employee	23	71%
Dependent	20	15%
Long-Term Disability		
Employee	21	70%
Dependent	19	11%

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 Workers	# of Employers
401K Plan	26
Tuition Reimbursement	17
Annual Bonus	16
Health Savings Plan/FSA	14
Production/Incentive Bonus	9
Pension Plan	7
Stock Purchase/Stock Options	6
Profit-Sharing Plan/Gainsharing	3
ESOP/ESPP	3
IRA/SEP	3
Savings Plan	2
Credit Union	1
Quarterly Bonus	1
Safety Bonus	1
Attendance Bonus	1

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
Cell Phone	28
Business Travel/Mileage	27
Supplemental Life Insurance	23
Employee Assistance Plan	19
Prescription Drug Card	18
Eyewear Discount	14
Legal	8
Transportation	8
Uniform Discount	3
Identity Theft	2

PAID LEAVE – SALARIED WORKERS

The following information 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, and sick leave. Although most of the participating companies reported information for each of the paid leave categories, five (5) companies reported combining these categories into general leave or personal time off (PTO). In these companies, specific numbers of PTO hours/days per year may be used for all or most of the paid leave categories. One (1) company reported no deduction in salary for sick time off and also no extra pay for vacation, but also no deduction.

Holidays – Salaried Workers

The number of paid holidays per year for salaried workers as reported by the responding employers ranges from none to over ten as illustrated in the chart below.



The “other” in the above chart is 80 hours per year, as reported by one (1) participating employer.

Nine (9) companies reported giving additional time off or additional pay as compensation to salaried employees if they work on a holiday. The amount of time off / pay was reported as follows:

- 1 Day
- Matching
- Varies, no specific days off
- 1 for 1 (2 companies)
- Equivalent to holiday hours worked (2 companies)
- Straight time plus 8 hours holiday pay
- Hour paid for each hour of comp time worked to a max of 8 hours per day

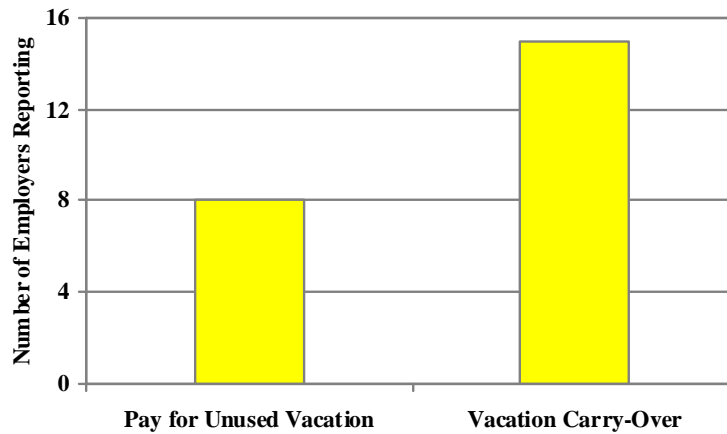
Vacation – Salaried Workers

All thirty-one (31) of the participating employers reported vacation time for salaried employees. Reported eligibility periods for vacation time are shown in the chart below.

Vacation Eligibility Periods - Salaried Workers

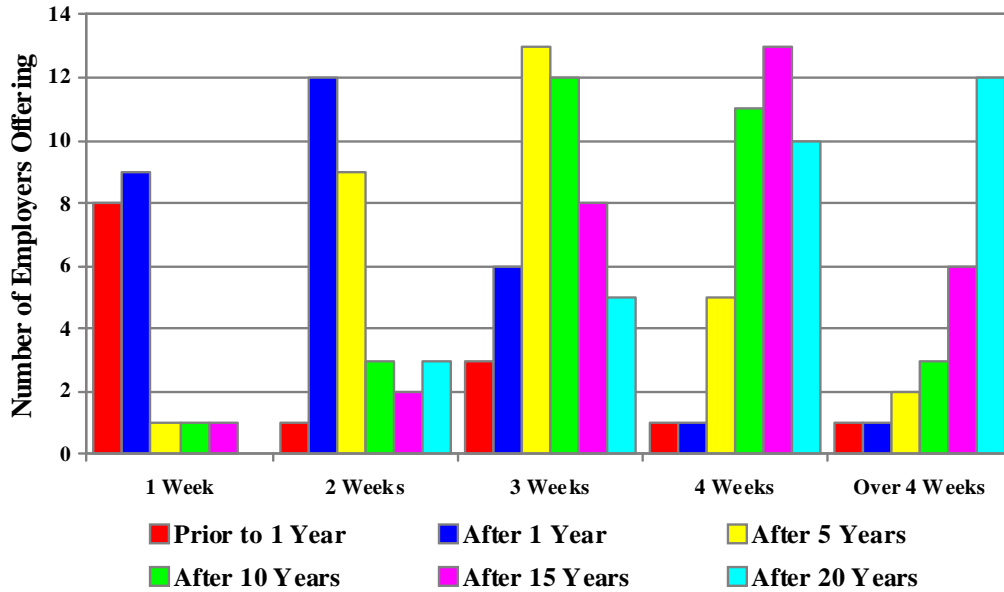


Further, of the reporting companies, eight (8) reported pay for unused vacation time, and fifteen (15) companies allowed vacation carry-over for their salaried workers.



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. Ten (10) companies reported prorating vacation time during the first year.

Number of Vacation Weeks - Salaried Workers



Sick Leave – Salaried Workers

Of the participating companies, twenty (20) reported offering paid sick leave for salaried employees. The following chart gives eligibility times for sick leave for salaried workers.

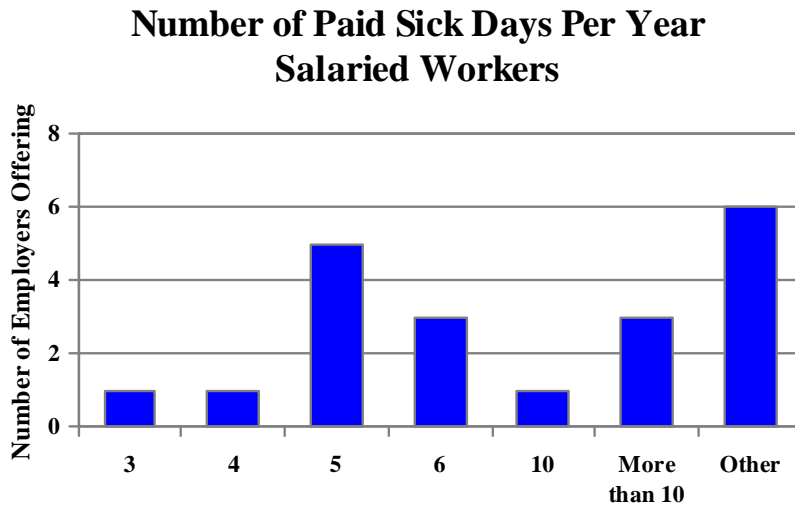
**Sick Leave Eligibility Periods
Salaried Workers**



The “other” in the above chart includes:

- January 1 of year following hire date
- When needed
- First of the month after hire date
- After 1,500 hours of work
- When accrued

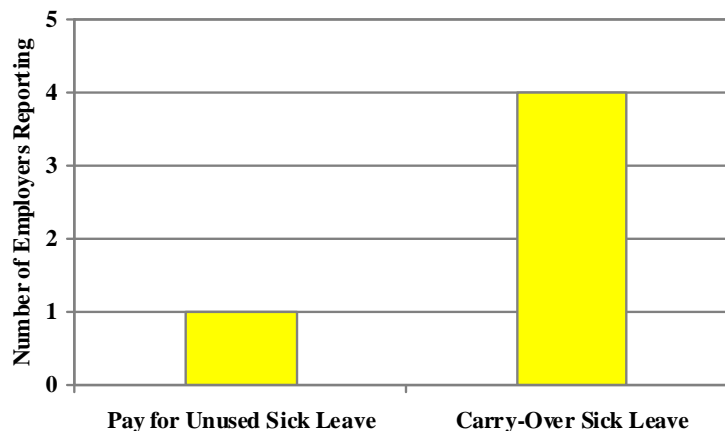
The reported number of paid sick days per year for salaried workers is as follows:



The “other” in the above chart includes:

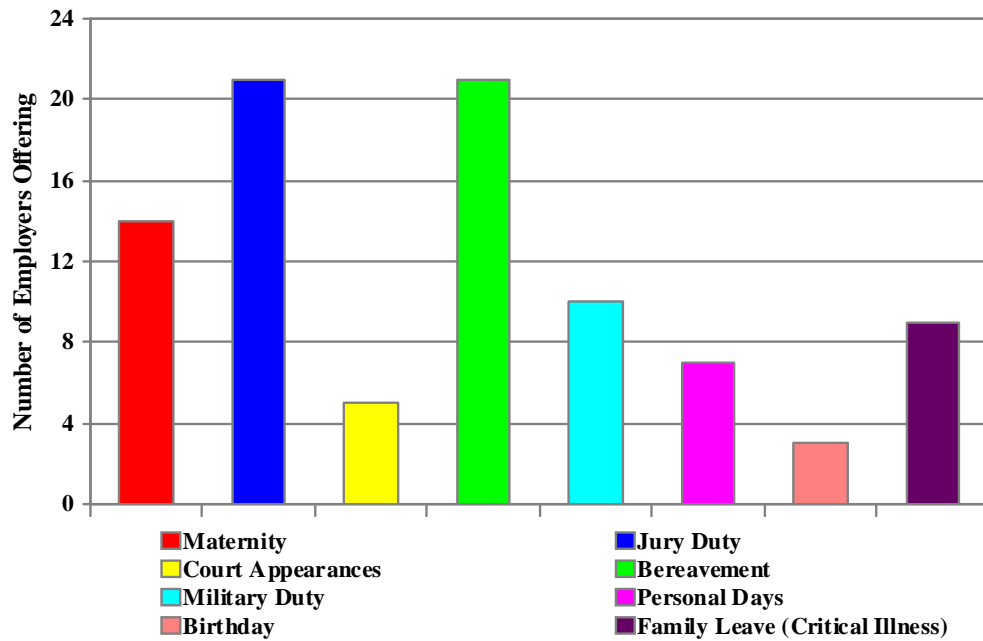
- Based on length of service
- As needed (2 companies)
- 40 hours per year
- 90 hours per year
- 96 hours per year

Additionally, of the reporting companies, one (1) company reported pay for unused sick leave, and four (4) allowed sick leave carry-over for 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, court appearances, bereavement, military duty, personal days or other categories. The chart below shows the number of companies reporting each category.





THE PATHFINDERS
P.O. Box 702317
Dallas, Texas 75370

972-387-3750 Telephone

info@thepathfindersus.com

web site: www.thepathfindersus.com