
2019

Wages and Benefits Survey Report

Grant County, Washington



Survey data compiled by:
Washington SBDC Research Center
Market Intelligence Research Program

Washington State University
Washington Small Business Development Centers
901 E 2nd Ave., Suite 210
Spokane WA 99202
509-358-7765
www.wsbdc.org

3/28/2019

Disclaimer: By using the information in this report, you understand and agree that although the Washington State Small Business Development Center (SBDC) has made significant effort to provide accurate information in this report, data sources are time sensitive and the accuracy of the information will diminish over time. THE SBDC PROVIDES THE INFORMATION IN THIS REPORT "AS IS." SBDC MAKES NO WARRANTY, EXPRESS OR IMPLIED, INCLUDING THE WARRANTY OF FITNESS FOR A PARTICULAR PURPOSE, AND DOES NOT WARRANT THE ACCURACY, COMPLETENESS, OR USEFULNESS OF THE INFORMATION. SBDC ASSUMES NO LIABILITY FOR ANY DIRECT OR INDIRECT DAMAGE CAUSED BY RELIANCE ON INFORMATION CONTAINED IN THE REPORT.



In the State of Washington the SBDC is hosted by Washington State University and is funded in part through a cooperative agreement with the U.S. Small Business Administration.

Table of Contents

Background	5
Executive Overview.....	7
Employment Trends.....	10
Employee Recruitment	10
Workforce Ratings	14
Workforce	15
Educational Institutions.....	19
Community	20
WAGES.....	21
Overview	22
Hourly Employees	22
Entry Pay	22
Average Pay	22
Salaried Employees	22
Salaried Employee Job Classifications.....	25
BENEFITS.....	27
Hourly Employee Benefits.....	28
Paid Leave – Hourly Employees	28
Holidays	28
Vacation – Hourly.....	29
Sick Leave – Hourly	32
Additional Paid Leave – Hourly	33
Insurance Coverage – Hourly	34
Insurance Premiums Paid by Employer – Hourly Employees and Dependents	35
Financial Plans Offered for Employee Participation – Hourly.....	36
Salaried Employee Benefits.....	37
Paid Leave – Salaried Employees	37
Holidays	37
Vacation – Salaried	38



Sick Leave – Salaried	40
Additional Paid Leave – Salaried	41
Insurance Coverage – Salaried	42
Insurance Premiums Paid by Employer – Salaried Employees and Dependents	43
Financial Plans Offered for Employee Participation – Salaried	44
Additional Benefits.....	44
Contact the Washington Small Business Development Centers	45
Contact the Grant County Economic Development Council	46
Washington SBDC and Grant County EDC – Working together for Grant County	47

Background

The last Wage and Benefit Study for Grant County was conducted in 2014. The company that had done the prior study being no longer in existence, Grant County EDC undertook to do this 2019 survey, and requested the WSU hosted Washington Small Business Development Centers assist as an independent third party to collect review and compile the data into a report format like the previous surveys. Grant County EDC provided their survey questions and the WSU-WSBDC placed them into an Excel spreadsheet which the GCEDC sent to member businesses. In turn the responding businesses sent the completed spreadsheets to the WSU-WSBDC Research Team who compiled the data into the following charts, tables, and graphs, the results are returned to the GCEDC in this document. Every effort is made to not identify individual responding companies. In order to do that, individual companies' additions to the Job Classification Titles were condensed into generic categories. Some job titles added by a respondent were so specific that they could potentially identify the company were thus no longer visible. For example, those in a supervisory position with a very detailed job title were placed with those of similar duties under a more generic job classification title. Those were the only changes made to the data returned for analysis and compilation.

Eighteen companies responded, and although not all companies answered all questions the responses were deemed complete enough for the survey to be of value to both the GCEDC and those to whom it will be disseminated.

Hourly Wage data presented by job title in this report contains the following information:

Low Entry Pay	Low Average Pay	Average Entry Pay
Average Pay	High Entry Pay	High Average Pay

Weighted Average Pay

Using a weighted average adjusts the average pay rate by considering the number of employees filling positions of the same job title within the reporting companies and eliminates the imbalance perceived when only reporting the standard average. Should one company employ ten people in a job classification with a reported average of \$10 per hour and another company employ one person in the same position at \$20 per hour, then the standard average for the job classifications is \$15 per hour, however, dividing by the total of all employees in that job classification results in the weighted average wage of \$10.91 per hour.

Other benefits include insurance, sick leave, holidays, and employee opportunity financial plans. Because some companies utilize Personal Time Off (PTO) banks for combined use as sick, vacation, and other leave, they chose to report under one category, or spread the leave between all categories, or did not report it at all. The next survey will consider the PTO option and include that as a separate category of leave type.



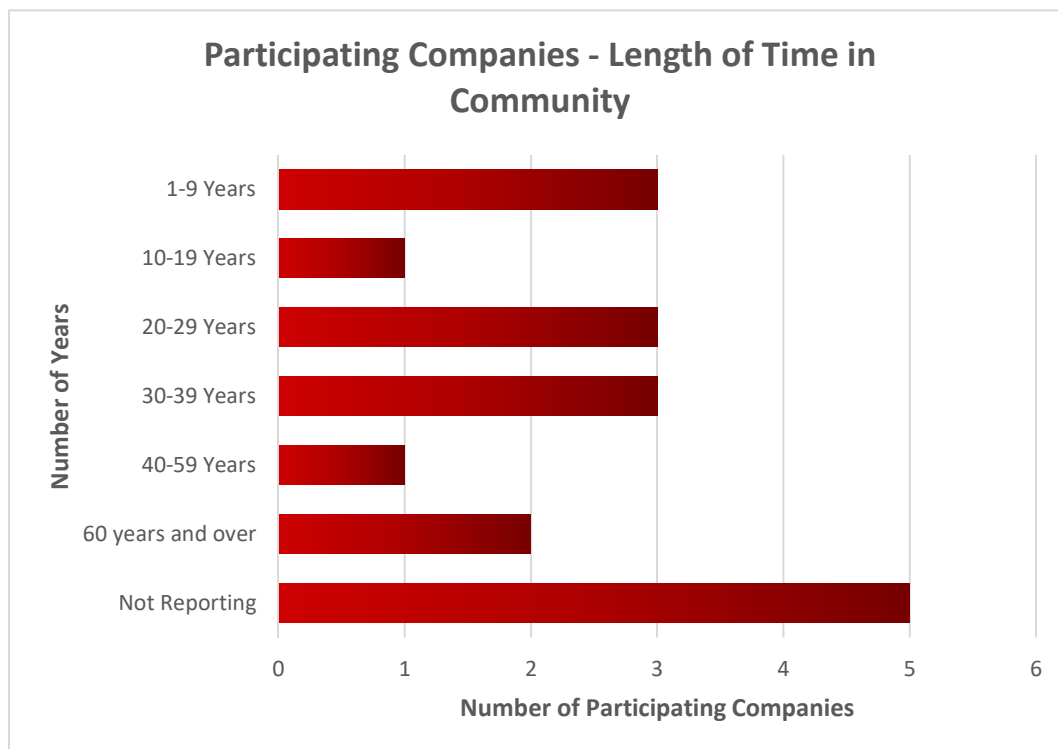
The State of Washington's law regarding leave for all employees went into effect on 1 January 2019. When comments occurred regarding the changes, we have attempted to count them under one heading in each category for which they were made in the responses.

Not all companies responding to the survey provided answers or data for all questions on the form. For that reason, the total number of answers for each question will not always equal the total number of participants. Every attempt was made to include as much as possible of the data reported by the participating employers; however, in some instances as noted in the preface data was moved to a generic Job Classification Title in order to preserve confidentiality. Some wage data was omitted because it was incomplete and would skew the results if included.

Information from the participating companies is held in confidence. The compiled results are available from the Grant County Economic Development Council, via telephone (509) 764-6579 or email brant@grantedc.com. The WSU-Washington SBDC will not disseminate any information except through this report as commissioned by the GCEDC.

Executive Overview

Eighteen companies with a combined hourly and salaried employment of 2,110, participated in the 2019 Grant County Area Wage and Benefits Survey. Those businesses that responded represent a cross section of industry sectors including distribution, food processing, manufacturing, and others. Those that reported their length of time in the Grant County community ranged from recently established to over 60 years.

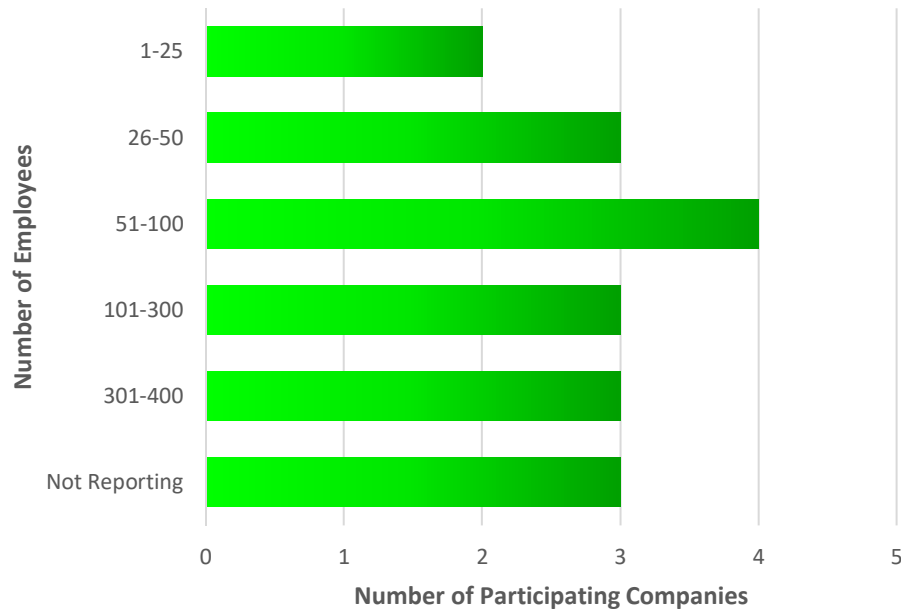


Only two (2) companies reported being unionized with a combined average of 92% of workers belonging to unions.

The reported annual payroll for those that responded to this question exceeds \$64 million.

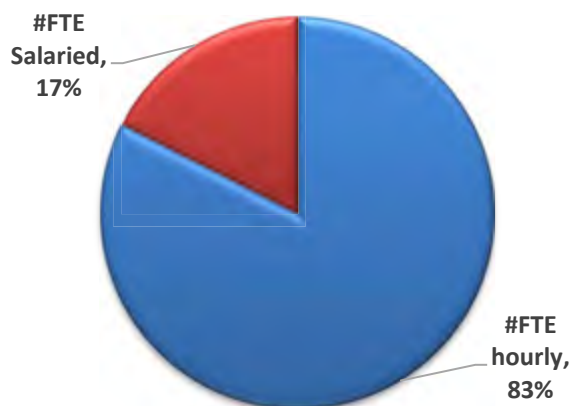
The following page contains a chart showing the number of employees per company which ranged from less than 25 to nearly 400, with the split being near even between the different size ranges.

Participating Companies by Total Employment

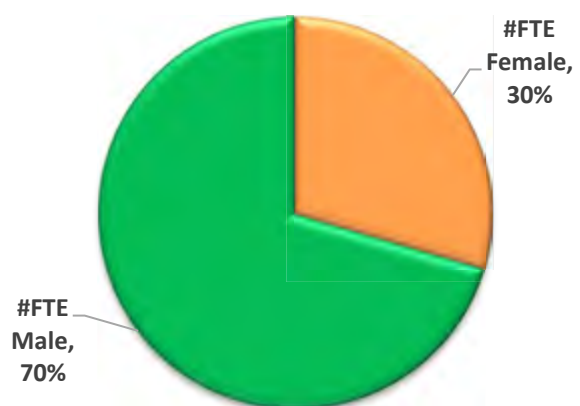


The total number of employees reported in 2019 was 2,110, with 30% being female, and 70% being male.

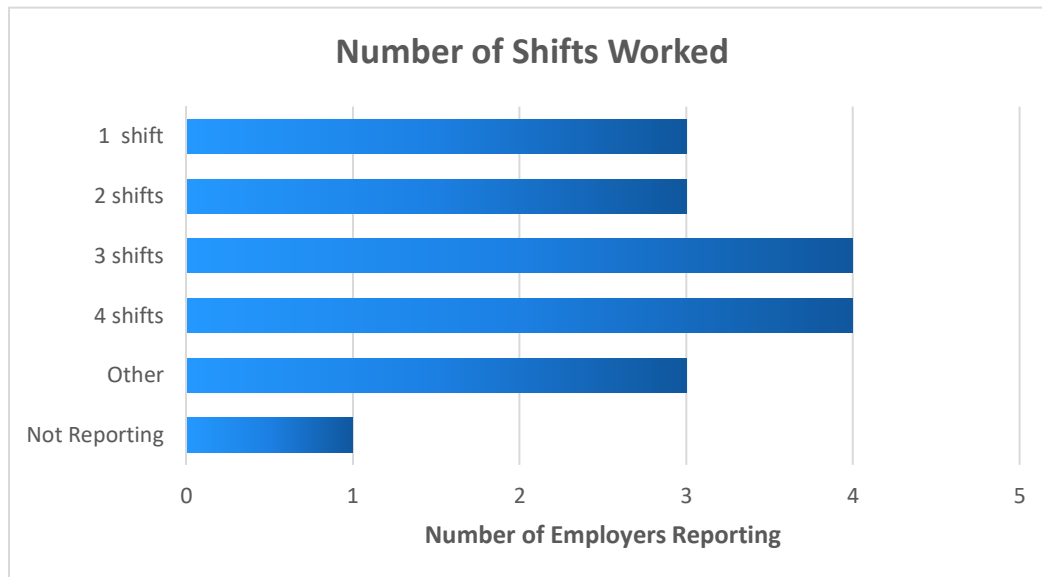
Hourly/Salaried Employees



Female/Male Employees



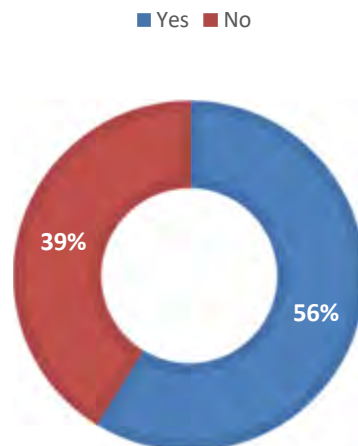
The number of shift schedules reported by respondents are shown below.



Other Shifts reported included:

- Three companies reported having 5, or more than 5, shifts

COMPANIES OFFERING SHIFT PREMIUM



More than half of the companies reported offering shift premiums, 7 reported the premiums as a percentage of the employees' wage which averaged 13%, while 3 reported a dollar amount per hour which averaged at \$1.28 per hour.

Employment Trends

Seven (7) companies expect an increase in employment during 2019, and anticipate adding 87 positions, while none expected or knew of an anticipated decrease of employment. During 2018, six (6) companies added 69 positions while three (3) companies reported an aggregated loss of 317 positions.

Employee Recruitment

When recruiting hourly employees, the companies overwhelmingly post openings on their, or a recruiting agencies', job site. Word of Mouth was a close second. Those and other methods are reflected as reported below. Methods of recruitment that were an optional choice, but not reported as being used, are not included in the table. Most companies reported using more than one method.

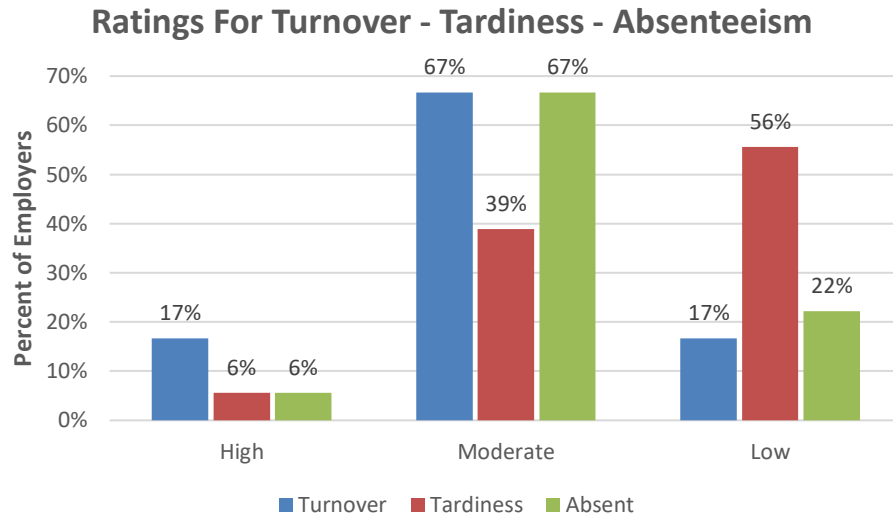
Hourly Workers Recruiting Method	
Job Site Posting	94%
Word of Mouth	72%
Referrals	61%
Temp Service	50%
Job Fair	44%
Network	44%
Walk-in	39%
Recruiters	39%
Social Media	33%
State Agency	33%
Job Board/Sign	28%
Colleges	28%
Newspaper Ads	17%



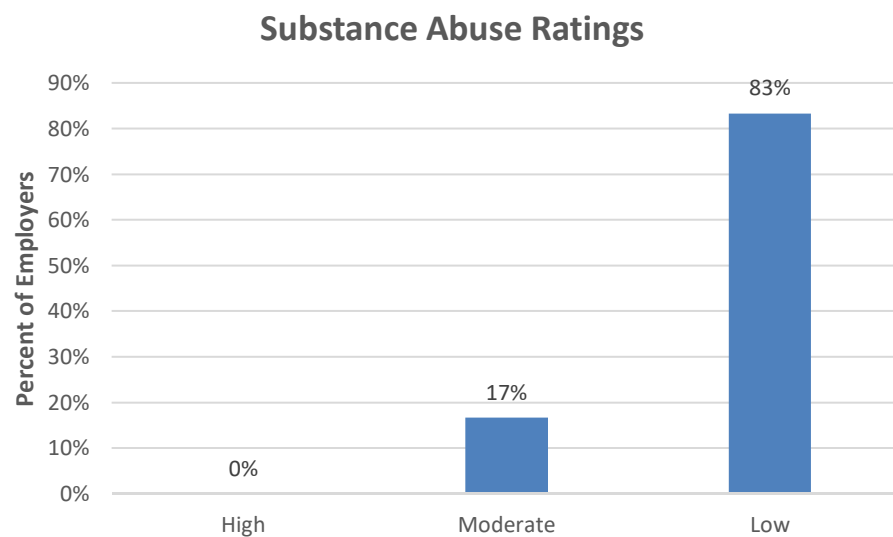
Salaried employees typically were recruited as shown below with the percentage of employers utilizing one or more of the methods mentioned.

Salaried Workers Recruiting Method	
Job site Posting	78%
Referrals	67%
Recruiters	61%
Word of Mouth	56%
Colleges	56%
Social Media	33%
Network	33%
Temp Service	28%
State Agency	22%
Job Fair	17%
Newspaper Ads	11%
Job Board/Sign	11%
Walk-in	6%

Employers ranked employee turnover and absenteeism as moderate while tardiness was rated as low.

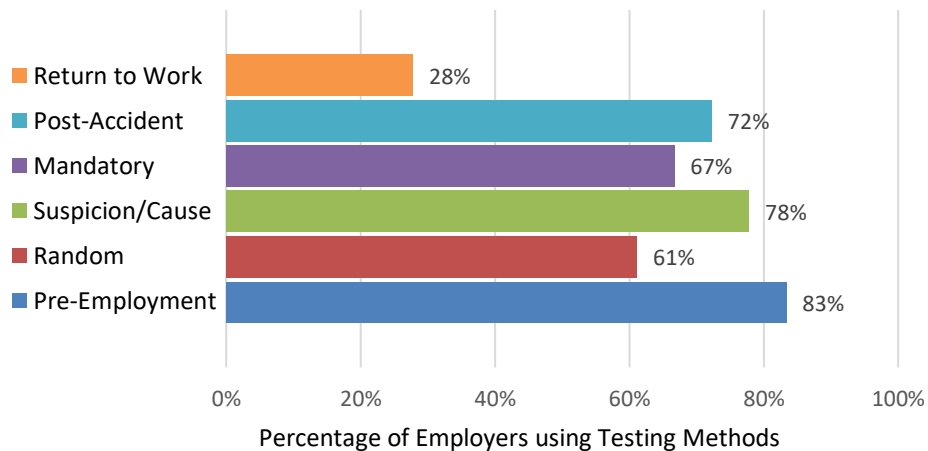


Substance Abuse likewise overwhelmingly received a low rating.



Two (2) companies declined to answer whether Substance Abuse Testing was conducted, the remainder tested under one or more circumstances as reflected below.

Occasions Substance Abuse Testing Conducted



Pre-employment or during employment two of the following additional checks were conducted by some companies, none reported doing Nicotine testing.

Checks Performed

Criminal Background Check	83%
Driver's License Check	61%
Nicotine Testing	0%

Workforce Ratings

Responding employers provided their insight on multiple categories related to Employee capabilities, training, education, and skills. Employers rated the categories based on their perceptions and were asked to use one of four choices to rate each topic. The four options were Excellent, Good, Fair, or Poor. Not all companies responded to each topic, however all companies responded to at least one or more of the topic areas.

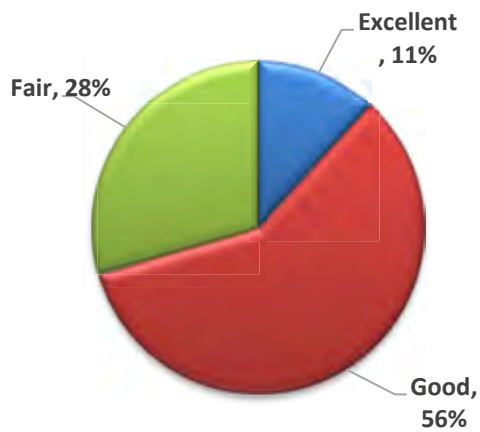
The topics are grouped in the report based on their relation to other topics in the grouping.

Non-worker related questions were also asked and are reported in two categories, educational facilities, and area livability.

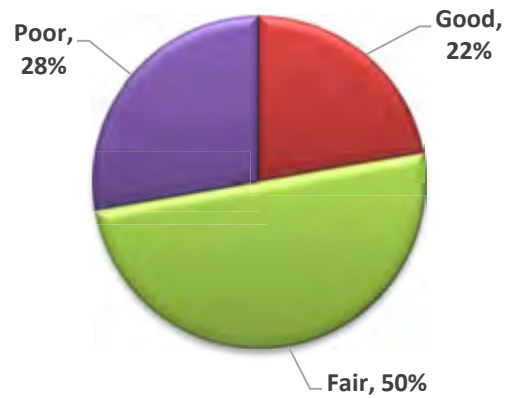
The results for these topics appear on the following pages.

Workforce

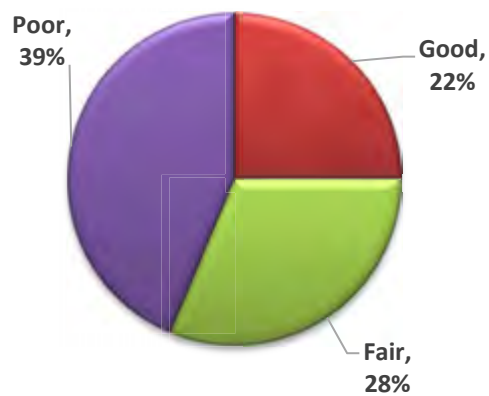
Unskilled Worker Availability



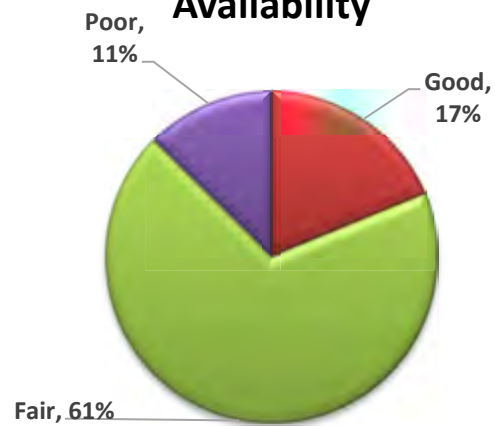
Skilled Worker Availability



Technical Worker Availability

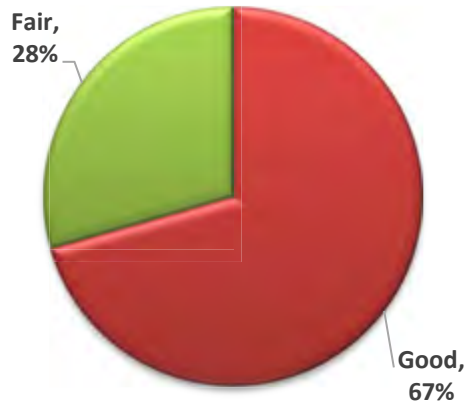


Professional Worker Availability



Workforce (cont.)

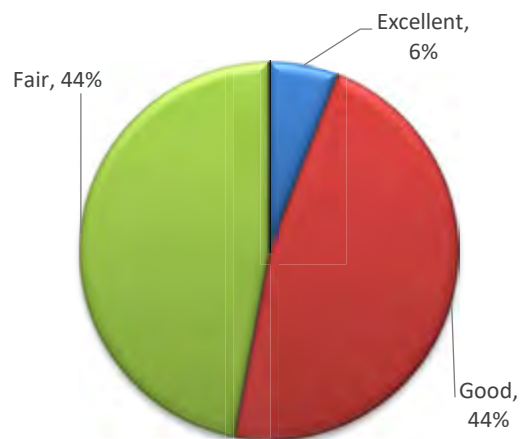
Productivity



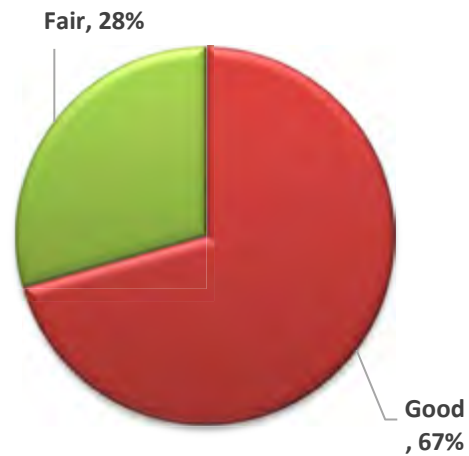
Reliability



Attitude



Trainability

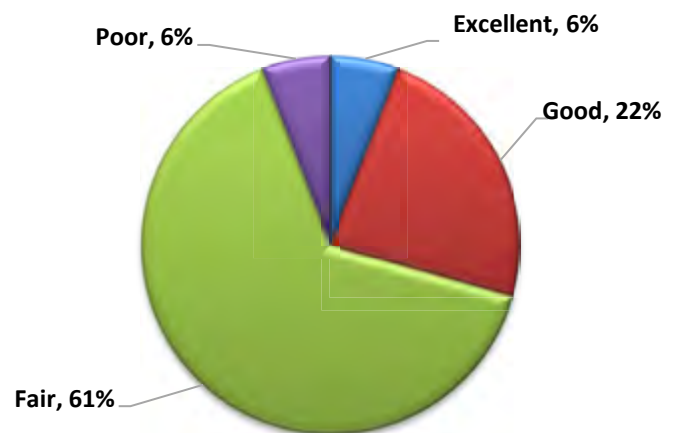


Workforce (cont.)

Reading Skills



Writing Skills



Math Skills



Computer Skills

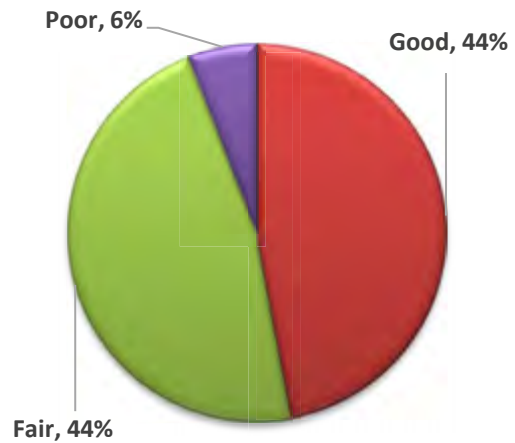


Workforce (cont.)

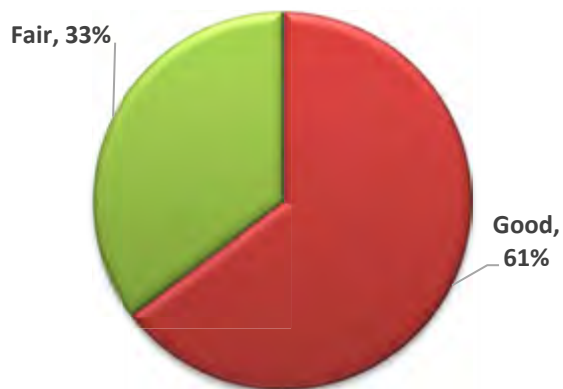
Entry Level Skills



Job Readiness Skills



Teamwork Skills



Overall

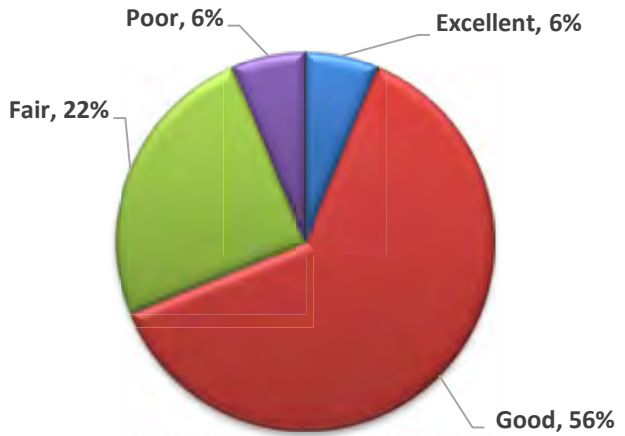


Educational Institutions

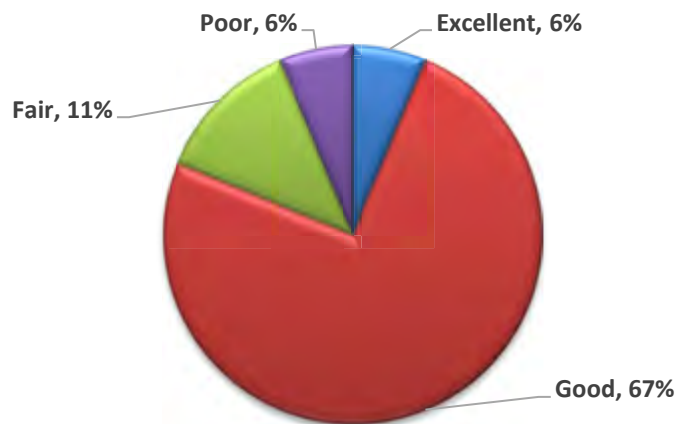
Local Public Schools



Technical and Trade Schools

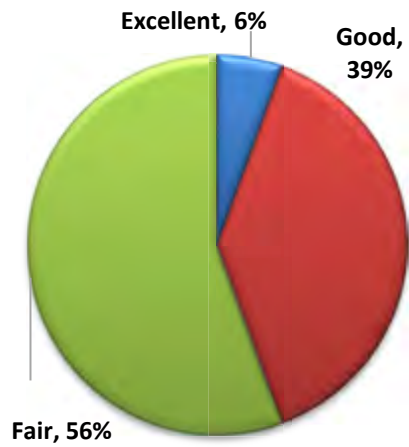


Community Colleges

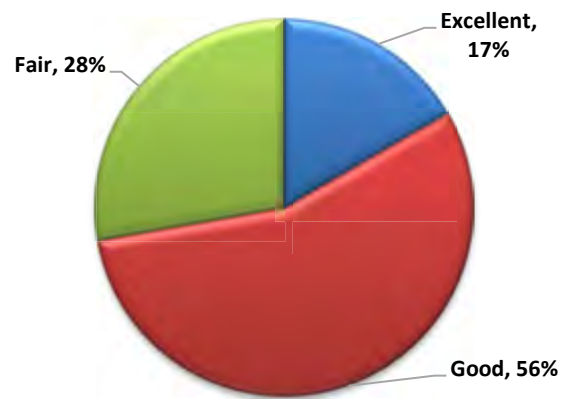


Community

Area Business Climate



Area Quality of Life



Area Transportation



WAGES

Overview

Responding employers reported entry-level wage, average wage, and number of employees for each hourly job classification. Respondents also provided average annual salary figures and number of employees for those positions held by salaried employees. Note that not all the requested information was reported. Notations in the table of n/r (not reported) or n/a (not available) may appear in the wage tables.

Hourly Employees

Explanation of headings:

Entry Pay

- Low Entry Pay – the lowest entry wage reported by respondents for that position.
- High Entry Pay – the highest entry wage reported by respondents for that position.
- Average Entry Pay – the average entry wage for each job classification title based on all respondents' responses.

Average Pay

Overall based on the number of employees and their length of tenure in the position and considers merit and longevity increases if given.

- Low Average Pay – the lowest average wage by each job title among all companies reporting in that job title classification.
- High Average Pay – the highest average pay by each job title among all companies reporting in that job title classification.
- Mean (Standard) Average – Each respondent reported their “average” pay within each job title. The Mean (Standard) average is the average of all companies reported average in that job classification.
- Weighted Average - Using a weighted average adjusts the average pay rate by considering the number of employees filling positions of the same job title within the reporting companies and eliminates the imbalance perceived when only reporting the standard average. Should one company employ ten people in a job classification with a reported average of \$10 per hour and another company employ one person in the same position at \$20 per hour, then the standard average for the job classifications is \$15 per hour, however, dividing by the total of all employees in that job classification results in the weighted average wage of \$10.91 per hour.

Salaried Employees

Wage data presented for salaried employees is an average of the number of respondents reporting their average salary under the specific job classification title.

Wage summaries for hourly workers follow on the next two pages followed by the wage summaries for salaried workers.

Hourly Workers Job Classifications	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 Reporting
Accountant	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	1	1
Accounts Payable Clerk	\$16.00	\$18.15	\$17.29	\$16.50	\$24.70	\$19.84	\$18.50	5	5
Accounts Receivable Clerk	\$18.00	\$18.15	\$18.08	\$18.00	\$18.90	\$18.45	\$18.45	2	2
Administrative Assistant	\$15.00	\$19.98	\$17.41	\$15.00	\$25.45	\$19.80	\$17.74	9	7
Assembler	\$13.00	\$14.57	\$13.79	\$16.88	\$17.16	\$17.02	\$17.12	89	2
Bldg. & Grounds Maintenance	\$12.00	\$24.03	\$18.84	\$18.00	\$28.43	\$23.78	\$21.48	12	6
Bookkeeper	\$18.00	\$18.50	\$18.25	\$18.00	\$19.50	\$18.75	\$18.75	2	2
Buyer/Purchaser	\$13.00	\$25.00	\$19.00	\$20.00	\$30.00	\$25.00	\$23.33	3	2
CNC Machinist/Programmer	n/r	n/r	n/r	\$27.32	\$28.50	\$27.91	\$28.11	3	2
Computer Technician	\$18.15	\$18.15	\$18.15	\$24.00	\$25.20	\$24.60	\$24.00	1	2
Critical Facilities Engineer	\$22.00	\$22.00	\$22.00	\$35.00	\$35.00	\$35.00	\$35.00	10	1
Critical Facilities Technician	\$15.00	\$36.00	\$25.50	\$15.00	\$38.00	\$26.50	\$30.33	3	2
Customer Service	\$19.96	\$(19.96)	\$17.74	\$20.00	\$28.75	\$22.74	\$20.74	5	4
Data Center Operations Tech	\$22.00	\$22.00	\$22.00	\$26.00	\$26.00	\$26.00	\$26.00	10	1
Dispatcher	\$20.00	\$20.00	\$20.00	\$25.00	\$25.00	\$25.00	\$25.00	1	1
Electrician	\$12.88	\$40.00	\$26.29	\$25.53	\$40.00	\$31.53	\$30.18	41	10
Engineering Technician	\$29.04	\$29.04	\$29.04	\$33.01	\$33.01	\$33.01	\$33.01	5	1
Environmental Technician	\$21.29	\$21.29	\$21.29	\$23.84	\$23.84	\$23.84	\$23.84	1	1
Extruding Machine Operator	\$19.25	\$19.25	\$19.25	\$19.82	\$19.82	\$19.82	\$19.82	24	1
Foreman	\$15.00	\$15.00	\$15.00	\$18.75	\$18.75	\$18.75	\$18.75	2	1
Fork Lift Operator	\$13.00	\$19.25	\$16.72	\$16.00	\$19.82	\$17.69	\$17.75	72	7
General Laborer	\$13.00	\$15.18	\$13.68	\$13.50	\$16.94	\$15.37	\$15.42	350	9
General Office	\$19.44	\$19.44	\$19.44	\$22.87	\$22.87	\$22.87	\$22.87	3	1
Health and Safety Coordinator	\$19.00	\$22.38	\$20.49	\$21.22	\$24.00	\$22.62	\$22.62	4	4
Heavy Equipment Operator	\$15.00	\$15.00	\$15.00	\$18.75	\$18.75	\$18.75	\$18.75	1	1
Human Resources Assistant	\$18.15	\$18.15	\$18.15	\$19.33	\$19.33	\$19.33	\$19.33	1	1
Instrument Technician	\$23.77	\$33.00	\$28.56	\$30.42	\$35.00	\$33.21	\$33.81	10	6
Inventory/Stock Clerk	\$15.92	\$25.00	\$19.60	\$17.65	\$31.00	\$21.95	\$19.86	21	9
IT Specialist	\$16.00	\$16.00	\$16.00	\$17.00	\$17.00	\$17.00	\$17.00	1	1

Hourly Workers Job Classifications	Low Entry	High Entry	Average Entry	Low Average	High Average	Mean Average	Weighted Average	Number of Employees	Number of Firms
Janitor	\$11.50	\$18.07	\$14.30	\$12.00	\$25.39	\$16.16	\$ 15.29	41	10
Lab Technician	\$14.57	\$30.00	\$18.79	\$16.89	\$32.00	\$21.99	\$ 18.73	102	11
Lean Manufacturing Technician	\$19.79	\$19.79	\$19.79	\$21.40	\$21.40	\$21.40	\$ 21.40	1	1
Line Supervisor	\$14.00	\$24.00	\$20.29	\$17.50	\$26.52	\$22.39	\$ 22.18	64	6
Loading Operator	\$14.00	\$18.00	\$16.00	\$16.00	\$25.00	\$20.50	\$ 22.75	4	2
Logistics Lead	\$19.96	\$19.96	\$19.96	\$21.94	\$28.76	\$25.15	\$ 23.35	2	3
Logistics Operator	\$17.00	\$21.29	\$19.50	\$18.74	\$27.03	\$22.35	\$ 19.02	9	3
Machine Operator - no Set-up	n/r	n/r	n/r	\$16.94	\$16.94	\$16.94	\$ 16.94	39	1
Machine Operator - with Set-up	\$19.63	\$19.63	\$19.63	\$17.71	\$19.63	\$18.67	\$ 19.11	55	2
Maintenance General	\$15.60	\$31.00	\$21.33	\$15.60	\$34.00	\$25.56	\$ 24.63	22	5
Maintenance Mechanic	\$16.98	\$33.00	\$21.91	\$20.47	\$33.45	\$26.89	\$ 24.75	267	14
Materials Handler	\$14.57	\$18.07	\$16.32	\$17.75	\$25.39	\$21.57	\$ 17.75	4	2
Operations Manager	\$32.00	\$32.00	\$32.00	\$36.00	\$36.00	\$36.00	\$ 36.00	2	1
Operator - Chemical Production	\$14.57	\$22.56	\$18.04	\$18.82	\$19.96	\$19.39	\$ 19.58	27	2
Payroll Clerk	\$22.38	\$22.38	\$22.38	\$27.81	\$27.81	\$27.81	n/r	0	1
Plant Manager	\$30.00	\$30.00	\$30.00	\$37.50	\$37.50	\$37.50	\$ 37.50	1	1
Product Control Coordinator	\$14.00	\$14.00	\$14.00	\$17.50	\$17.50	\$17.50	\$ 17.50	1	1
Production Operator	\$17.00	\$29.00	\$20.14	\$18.89	\$37.00	\$23.42	\$ 20.70	256	8
Project Manager	\$20.00	\$26.00	\$23.00	\$28.00	\$30.00	\$29.00	\$ 28.40	5	2
Quality Assurance/Inspection	\$12.85	\$22.56	\$16.39	\$14.60	\$22.59	\$17.61	\$ 17.68	24	3
Receptionist	\$16.50	\$16.50	\$16.50	n/r	n/r	n/a	n/a	0	1
Recruiting Coordinator	\$22.38	\$22.38	\$22.38	n/r	n/r	n/a	n/a	0	1
Scheduler	\$23.06	\$23.06	\$23.06	n/r	n/r	n/a	n/a	0	1
Secretary	\$17.50	\$18.15	\$17.83	\$23.00	\$23.00	\$23.00	\$ 23.00	1	1
Shipping/Receiving Clerk	\$17.00	\$20.20	\$17.90	\$17.03	\$27.03	\$20.66	\$ 18.61	13	8
Team Leader	\$18.57	\$23.52	\$21.05	\$21.48	\$24.23	\$22.86	\$ 22.17	24	2
Training Coordinator	\$19.00	\$25.11	\$21.80	\$20.97	\$32.41	\$24.89	\$ 21.18	3	3
Truck Driver	\$19.80	\$28.85	\$23.22	\$19.61	\$28.85	\$23.73	\$ 23.50	85	4
Warehouse Supervisor	n/r	n/r	n/a	\$22.49	\$22.49	\$22.49	\$ 22.49	7	1
Welder	\$17.00	\$25.00	\$21.92	\$20.54	\$32.00	\$27.05	\$ 23.65	7	5

Salaried Employee Job Classifications	Average Annual Salary	Number of Employees Reported	Number of Firms Reporting
Accountant	\$75,730.33	9	9
Accounts Payable Clerk	\$43,247.46	3	4
Accounts Receivable Clerk	\$46,950.00	2	2
Administrative Assistant	\$40,926.98	6	3
Bldg. & Grounds Maintenance	\$94,062.00	1	1
Bookkeeper	\$40,500.00	3	
Buyer/Purchaser	\$65,169.73	9	9
Chemist	\$60,013.00	1	1
Critical Facilities Manager	\$115,000.00	2	2
Customer Service	\$54,918.50	4	2
Data Center Operations Engineer	\$77,000.00	1	1
Department Manager	\$92,350.80	15	5
Dispatcher	\$60,505.50	4	2
Engineer	\$97,526.00	6	5
Engineering Manager	\$121,638.72	7	7
Engineering Technician	\$67,133.00	4	3
Environmental Technician	\$95,000.00	1	1
General Manager	\$134,032.47	6	6
General Office	\$51,000.00	1	1
Health and Safety Coordinator	\$84,933.33	3	3
Human Resources Assistant	\$58,138.79	7	7
Human Resources Manager	\$99,686.44	8	9
Instrument Technician	\$66,800.00	1	1
IT Specialist	\$78,342.76	7	7
Lean Manufacturing Technician	\$90,000.00	1	1
Line Supervisor	\$73,187.80	31	5
Logistics Lead	\$88,400.00	1	1

Salaried Employee Job Classifications (cont.)	Average Annual Salary	Number of Employees Reported	Number of Firms Reporting
Maintenance Manager	\$94,657.09	12	11
Manufacturing Engineer	\$81,572.25	7	4
Network Administrator	\$91,549.00	0	1
Office Manager	\$70,000.00	1	1
Operations Manager	\$106,420.33	2	3
Plant Manager	\$141,139.95	9	9
Product Control Coordinator	\$92,399.00	0	1
Product Manager	\$100,776.40	1	2
Production Manager	\$104,158.53	9	8
Project Engineer	\$77,771.87	5	5
Project Manager	\$96,559.00	4	3
Quality Inspector	\$70,513.51	6	4
Quality Manager	\$104,943.17	9	9
Receptionist	\$33,500.00	1	1
Safety Manager	\$80,217.47	7	7
Sales Manager	\$128,133.33	2	3
Scheduler	\$63,094.32	11	6
Shipping/Receiving Clerk	\$40,000.00	1	1
Shop Manager	\$89,000.00	1	2
Team Leader	\$71,168.33	47	3
Training Coordinator	\$62,900.00	4	4
Truck Driver	\$59,000.00	8	1
Warehouse Supervisor	\$68,798.27	7	6

BENEFITS

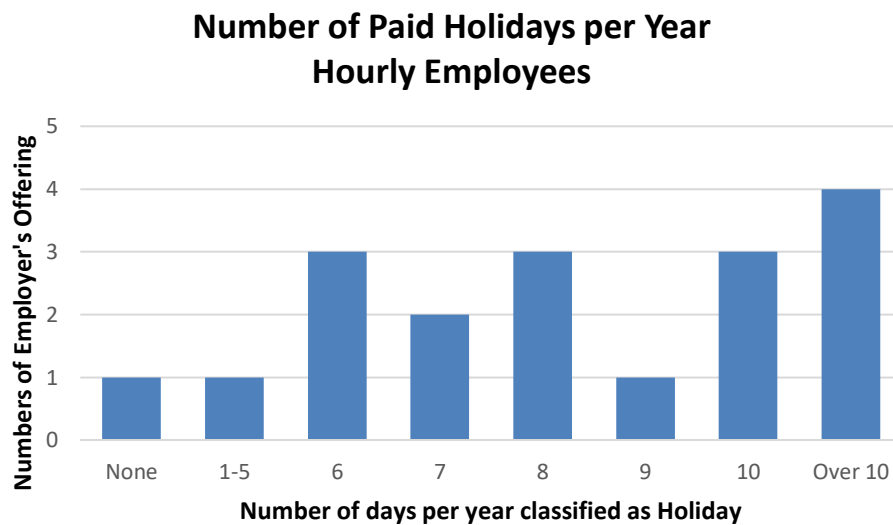
Hourly Employee Benefits

The following subsection addresses benefits reported by the respondents for their hourly employees.

Paid Leave – Hourly Employees

As noted earlier, some employers are providing a Personal Time Off bank of hours for their employees to utilize for either vacation or sick days. Future surveys will address that option in a separate category. For this survey some respondents left that time out, others divided it between vacation and sick leave, while others lumped it under one or the other.

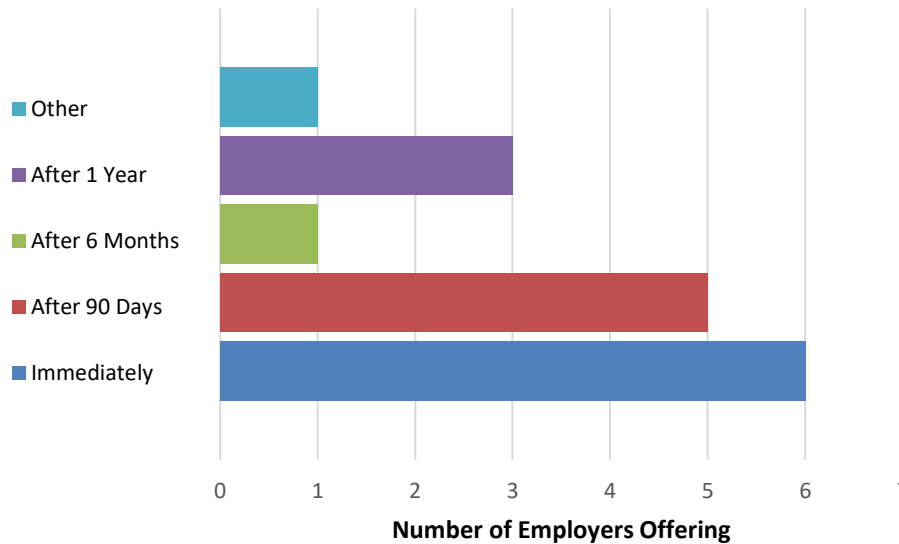
Holidays



The number of holidays reported by respondents range from zero (0) to over ten (10)

Those companies that have employees work on recognized holidays provide the following additional compensation for working those holidays.

Vacation Eligibility - Hourly Employees

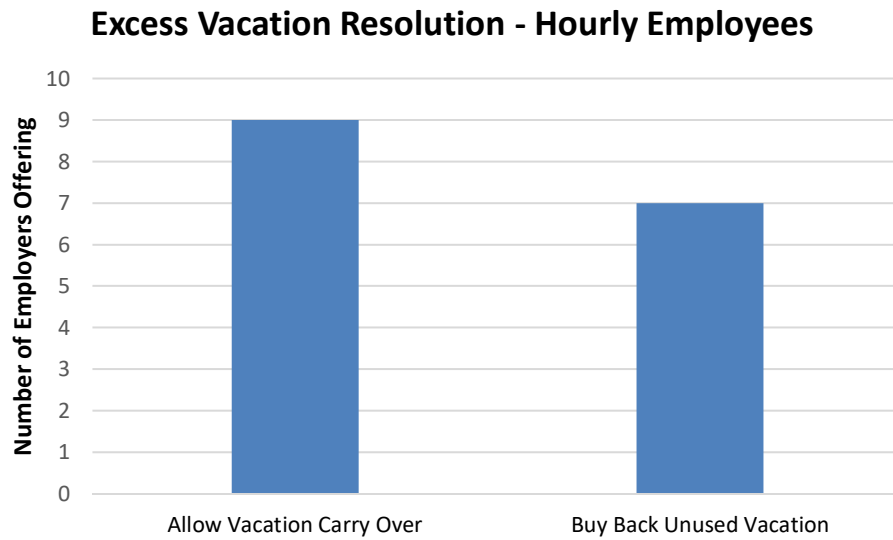


Vacation – Hourly

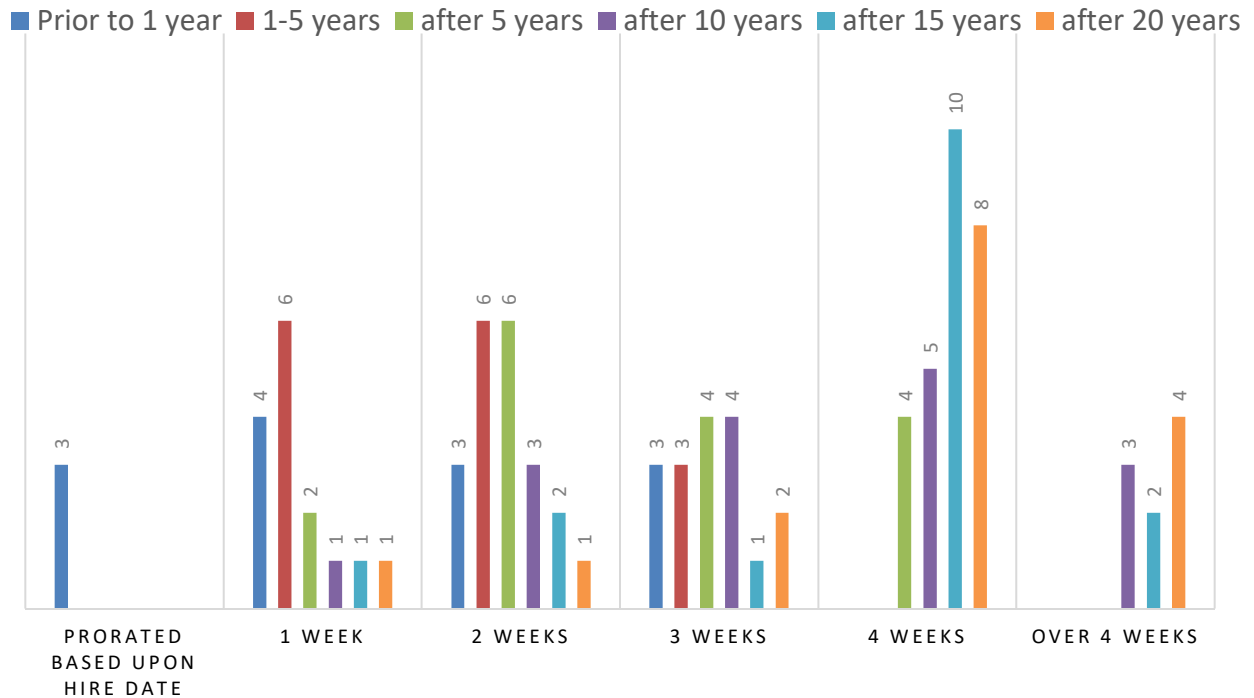
Sixteen (16) respondents indicated they provided paid vacation time for their hourly employees. Employees become eligible for vacation time as shown below.



Nine (9) companies reported that they allow unused vacation to carry over from one year to the next while seven (7) companies reported that they offer to buy back the unused vacation from the hourly employees.



NUMBER OF VACATION WEEKS - HOURLY EMPLOYEES



The above chart reflects the vacation time available by weeks based on the number of years and employee has tenure with the respondent. For instance, three (3) companies prorate the vacation time during the first year of the employee being with their company based on date of hire. Meanwhile 2 weeks of vacation is reported attained by 6 companies between the employees 1st and 5th year of tenure, while 6 others report 2 weeks is attained after 5 years of tenure, etc.

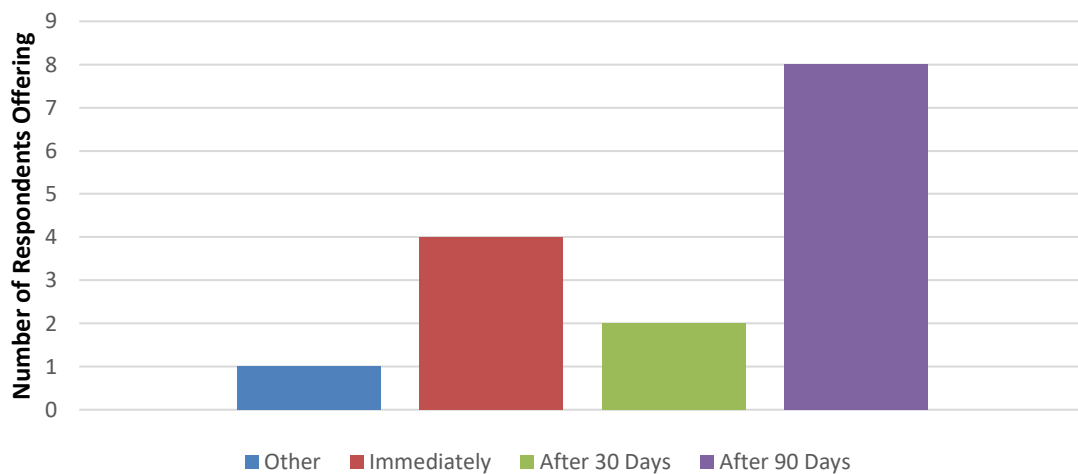
Sick Leave – Hourly

Of the respondents that answered the question regarding number of days per year of paid sick leave:

- one reported the time in hours
- four reported that they have adopted the State of Washington’s minimum requirements,
- one reported it was, “based on the number of hours they had worked and how much PTO they had available to use.”
- One answered, “depends”
- One answered, “Accrued”.

Of the seven that responded in the format requested by days, it ranged from 5 days to 10 days while converting the hours reported equated to 5 days.

Sick Leave Eligibility - Hourly



Excess Sick Leave Resolution - Hourly Employees



Eligibility to use paid sick leave ranged from immediately though 90 days as shown in the above chart.

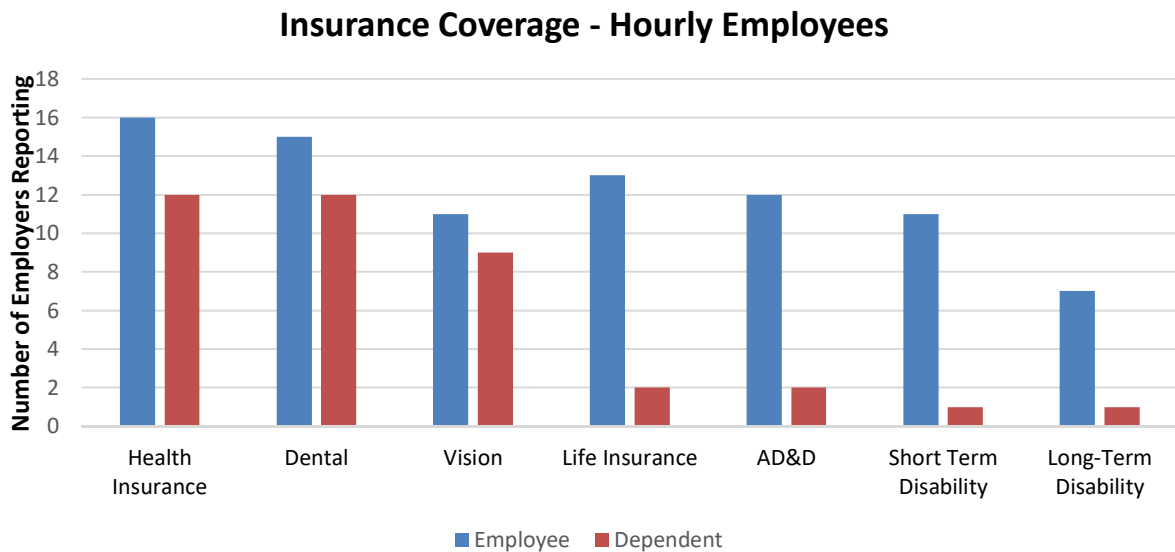
Twelve companies reported allowing employees to carry unused sick leave over to the following year. In addition to the carryover, three reported they also buy back excess sick leave from the employees.

Additional Paid Leave – Hourly



The following chart illustrates the responses to the question on Additional Leave offered to hourly employees. Those options (Paid Court Appearance and Paid Birthday) not included on this chart were not indicated as offered by the respondents.

Insurance Coverage – Hourly



Coverage options provided by respondents included the options of Health, Dental, Vision, Life Insurance, Accident, Short-Term and Long-Term Disability programs, and whether they were offered for the employee and their dependents. The above chart reflects the number of respondents providing these options for their employees, and the employee's dependents.

The average percentage paid for hourly employees, and for their dependents, by the type of coverage, is on the following page.

Insurance Premiums Paid by Employer – Hourly Employees and Dependents

Type of Insurance	Number of Companies Providing	Average percentage of premium paid
Health		
Employee	16	84%
Dependent	12	77%
Dental		
Employee	15	76%
Dependent	12	72%
Vision		
Employee	11	71%
Dependent	9	80%
Life Insurance		
Employee	13	98%
Dependent	2	100%
Accidental Death & Dismemberment		
Employee	12	98%
Dependent	2	100%
Short-Term Disability		
Employee	12	87%
Dependent	1	100%
Long-Term Disability		
Employee	7	97%
Dependent	1	100%

Financial Plans Offered for Employee Participation – Hourly

Many of the respondents offered one or more financial plan options for employees to participate in as illustrated in the table below.

Financial Plans Offered - Hourly Employees	# of Employers
401 K Plan	16
Tuition Reimbursement	13
Health Savings Plan/FSA	8
Bonus, Annual	8
Bonus, Safety	3
Pension Plan	3
Bonus, Production/Incentive	3
Bonus, Attendance	2
IRA/SEP	2
Stock Purchase/Stock Options	2

Additional Benefits are offered by some Employers to the hourly employees as outlined in the table below.

Hourly - Additional Benefits/Allowances	# of Employers
EAP (employee assistance plan)	16
Business Travel/Mileage	14
Supplemental Life Insurance	14
Eyewear Discount	12
Cell Phone	7
Prescription Drug Card	7
Uniform Discount	7
Identity Theft	3
Legal	3
Computer	2

Salaried Employee Benefits

The following subsection addresses benefits reported by the respondents for their salaried employees.

Paid Leave – Salaried Employees

As noted earlier, some employers are providing a Personal Time Off bank of hours for their employees to utilize for either vacation or sick days. Future surveys will address that option in a separate category. For this survey some respondents left that time out, others divided it between vacation and sick leave, while others placed it under one or the other.

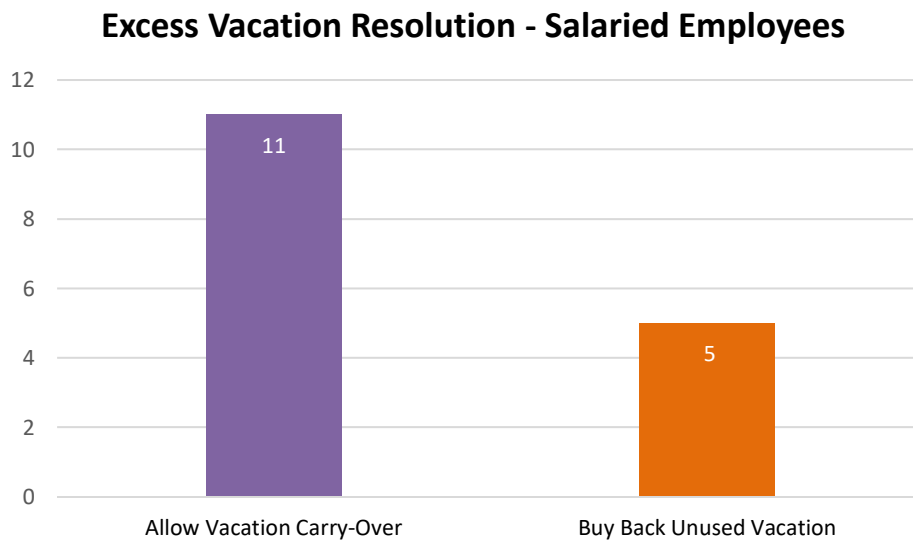
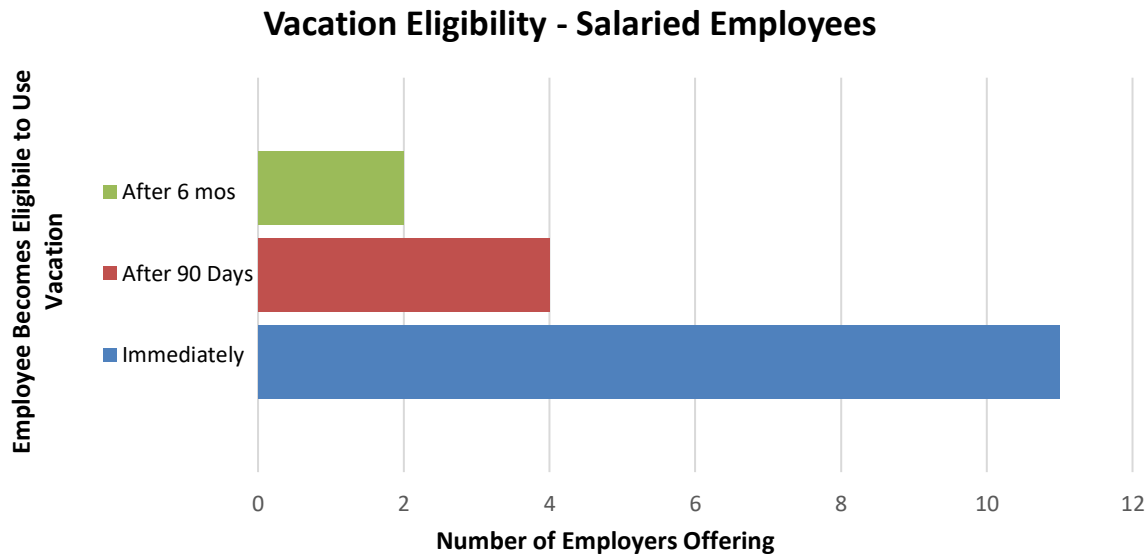
Holidays

The number of holidays reported by respondents range from zero (0) to over ten (10)



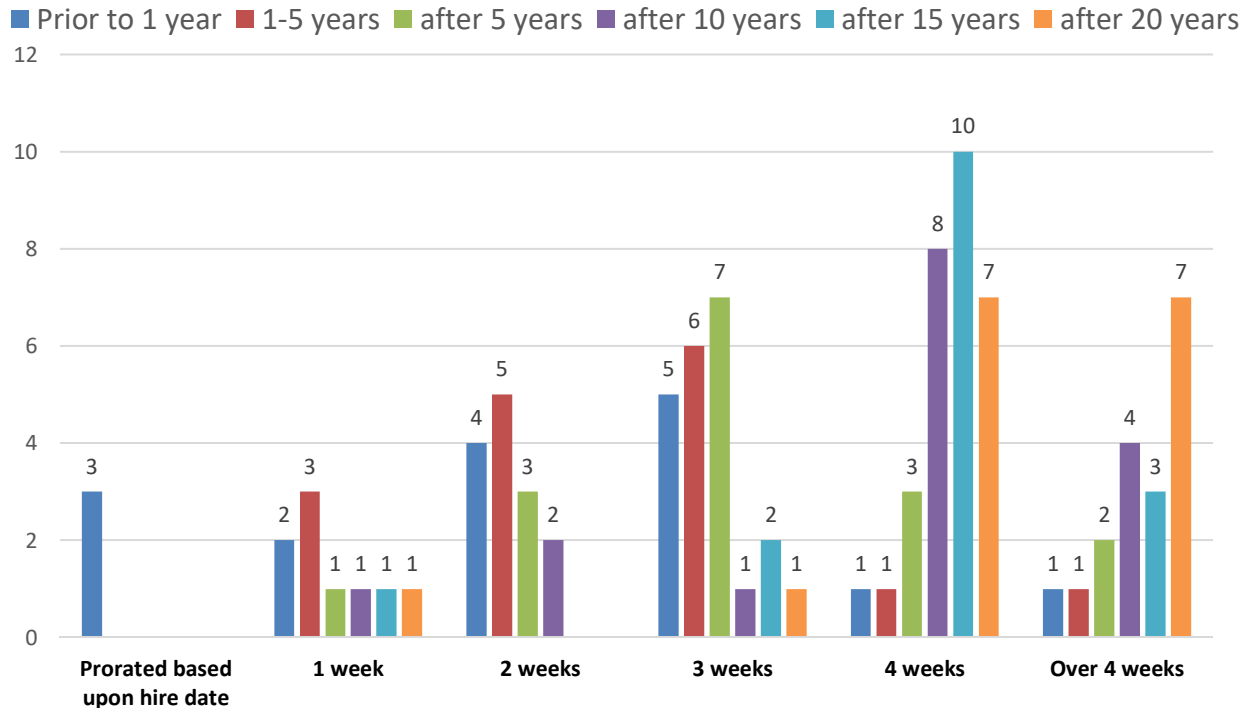
Vacation – Salaried

Seventeen (17) respondents indicated they provided paid vacation time for their salaried employees. Employees become eligible for vacation time as shown below.



Eleven (11) companies reported that they allow unused vacation to carry over from one year to the next while five (5) companies reported that they offer to buy back the unused vacation from the salaried employees.

Number of Vacation Weeks - Salaried Employees



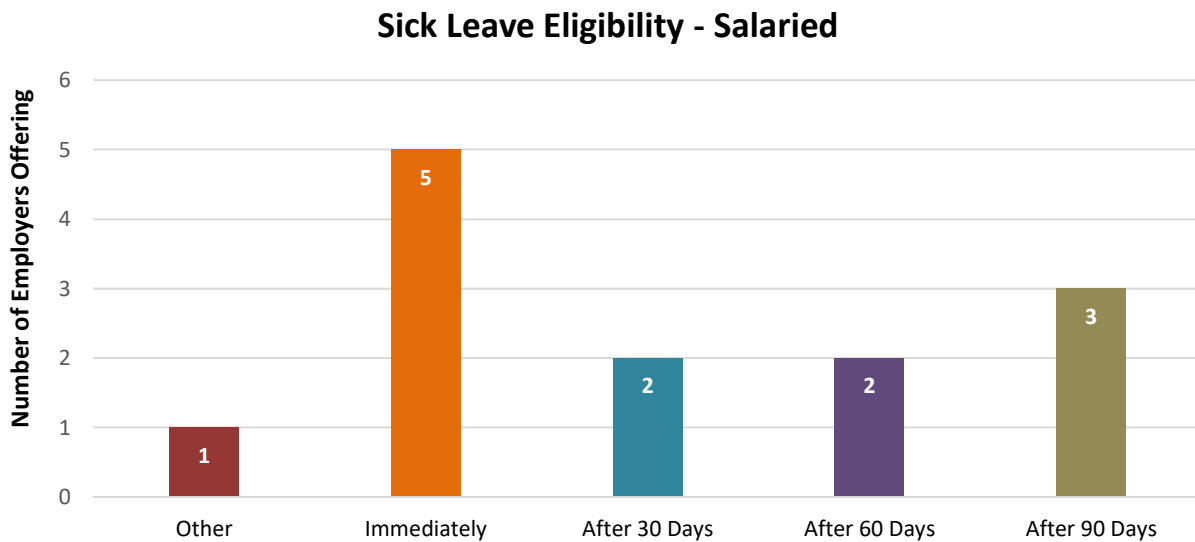
The above chart reflects the vacation time available by weeks based on the number of years and employee has tenure with the respondent. For instance, three (3) companies prorate the vacation time during the first year of the salaried employee being with their company based on date of hire. Meanwhile 2 weeks of vacation is reported attained by 5 companies between the employees 1st and 5th year of tenure, while 3 others report 2 weeks is attained after 5 years of tenure, etc.

Sick Leave – Salaried

Of the respondents that answered the question regarding number of days per year of paid sick leave:

- one reported the time in hours
- One answered, “depends”

Of the thirteen that responded in the format requested by days, it ranged from 5 days to 15 days while converting the hours reported equated to 5 days.



Eligibility to use paid sick leave ranged from immediately though 90 days as shown in the above chart.

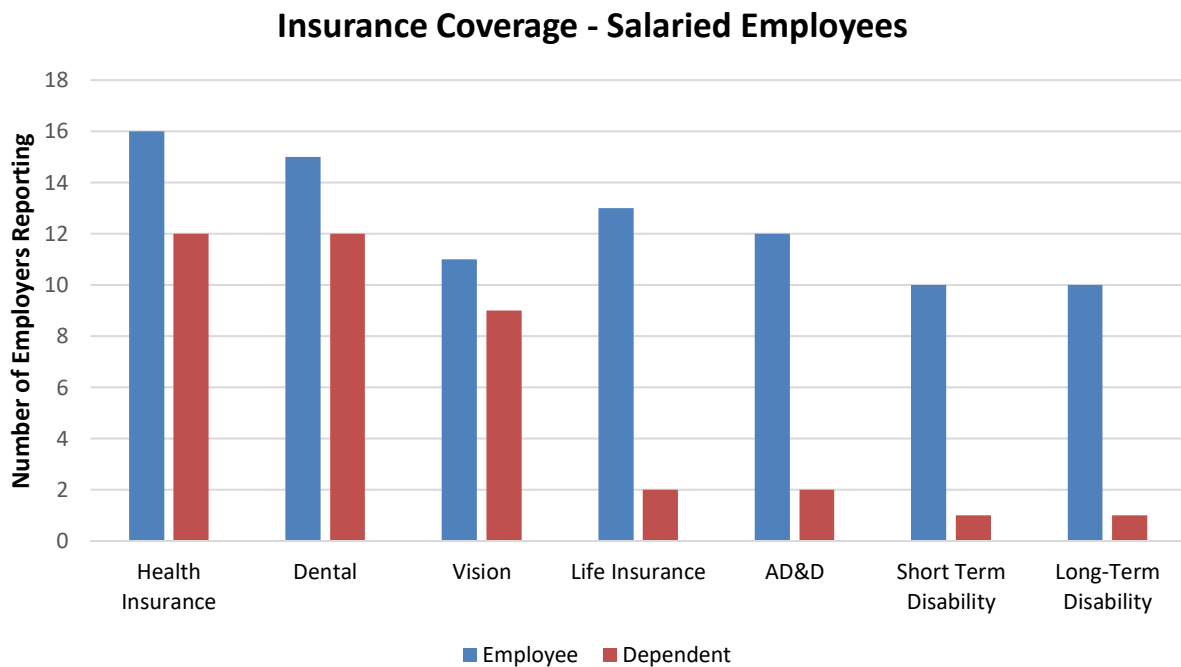
Five companies reported allowing salaried employees to carry unused sick leave over to the following year. No companies reported having excess sick leave buy back policy from the salaried employees.

Additional Paid Leave – Salaried

The following chart illustrates the responses to the question on Additional Leave offered to salaried employees. Those options (Paid Court Appearance and Paid Birthday), which are not included on this chart, were not indicated as offered by the respondents.



Insurance Coverage – Salaried



Coverage options provided by respondents included the options of Health, Dental, Vision, Life Insurance, Accident, Short-Term and Long-Term Disability programs, and whether they were offered for the salaried employee and their dependents. The above chart reflects the number of respondents providing these options for their salaried employees, and the salaried employee's dependents.

The average percentage paid for salaried employees, and for their dependents, by the type of coverage, is on the following page.

Insurance Premiums Paid by Employer – Salaried Employees and Dependents

Type of Insurance	Number of Companies Providing	Average percentage of premium paid
Health		
Employee	16	84%
Dependent	12	77%
Dental		
Employee	15	73%
Dependent	12	72%
Vision		
Employee	11	77%
Dependent	9	80%
Life Insurance		
Employee	13	98%
Dependent	2	100%
Accidental Death & Dismemberment		
Employee	12	98%
Dependent	2	100%
Short-Term Disability		
Employee	10	97%
Dependent	1	100%
Long-Term Disability		
Employee	10	98%
Dependent	1	100%

Financial Plans Offered for Employee Participation – Salaried

Many of the respondents offered one or more financial plan options for Salaried employees to participate in as illustrated in the table below.

Financial Plans Offered - Salaried Employees	# of Employers
401 K Plan	16
Bonus, Annual	14
Tuition Reimbursement	13
Health Savings Plan/FSA	9
Bonus, Production/Incentive	3
IRA/SEP	3
Bonus, Quarterly	2
Stock Purchase/Stock Options	2
403 B Plan	1
Bonus, Attendance	1
Bonus, Monthly	1
Bonus, Safety	1
Credit Union	1
Profit Sharing Plan/Gainsharing	1

Additional Benefits

Additional Benefits are offered by some Employers to their salaried employees as outlined in the table below.

Salaried - Additional Benefits/Allowances	# of Employers
Business Travel/Mileage	18
EAP (employee assistance plan)	16
Cell Phone	15
Supplemental Life Insurance	14
Eyewear Discount	11
Computer	9
Prescription Drug Card	7
Uniform Discount	5
Identity Theft	3
Legal	3

Contact the Grant County Economic Development Council

Our Mission...

To bring continued, orderly growth to Grant County and promote quality of life.

Our Vision...

To be the number one resource for business and development.

Our Values...

Knowledgeable

We have the answers our partners need, or know where to find them. We continually educate ourselves on the unique needs and amenities of our region and know how to pair the available resources to the best-suited industries.

Confidential

As an independent, third-party resource, we can make inquiries and conduct due diligence on businesses' behalf without tipping our hand to investors or competitors.

Prepared

Our relationships help us stay tuned-in to activities affecting our region and the industries we serve, so we can help our partners stay proactive rather than reactive.

Fair

We are a resource to all of Grant County and work to bring and maintain sustainable industries to each corner of our region. Our unique position allows us to see the larger picture to help industries interact and support each other rather than compete for available resources.

Trustworthy

Our knowledge, capabilities, and confidentiality build strong relationships. Our partners know they can trust us to conduct ourselves with their best interests in mind and the interests of our communities at heart.

Connected

Our experience and responsiveness have helped us build a network of resources across the state to help our partners cut through red tape and keep their projects on track.

Organized

Because of our experience, we can streamline processes and help our partners achieve their goals in more expedited and exhaustive ways.



Grant County
Economic Development Council

Grant County Economic Development Council

6594 Patton Blvd NE | Moses Lake, WA 98837

509.764.6579 (P) | 509.660.3001 (C)

grantedc.com

Washington SBDC and Grant County EDC – Working together for Grant County

SBDC Advisors receive NASBITE Excellence Award

NASBITE Program of Excellence Award

MOSES LAKE, Wash.—The Grant County EDC/Washington SBDC Outbound Trade Event has received a **NASBITE International Program of Excellence Award**, which will be presented to Grant County SBDC advisor Allan Peterson and SBDC export trade advisor Vern Jenkins at the national conference in Savannah, Georgia, in April 2019.



*Vern Jenkins,
WSBDIC
International Trade
Advisor*

Jenkins and Peterson have been conducting both inbound and outbound trade events in Grant County since 2015. The program is unique in the extensive pre-departure education and advising that Jenkins and Peterson guide clients through, as well as the follow-up assistance after the trips.

Jenkins and Peterson built on the county's existing Sister City relationship with Gunpo, South Korea, to organize the first inbound and outbound trade events, and the program has since grown to include trade missions to Japan and China, including Macaw and Hong Kong. More than 24 Eastern Washington businesses have participated in the program over the past three years and it has become a model for expanding export opportunities in rural communities. The fourth outbound trade mission is scheduled for fall 2019.

According to the award letter, "The Selection Committee acknowledges that your program is worthy of the Award in regards to its uniqueness, success in meeting clearly identified objectives, strength and quality of program, impact, benefits to program participants, and strategic alliances and partnerships formed."

NASBITE International (National Association of Small Business International Trade Educators) is a not-for-profit organization supporting training and education in the field of global business.

The Washington SBDC is a network of more than two dozen certified business advisors and two international trade specialists who help small business owners start, grow or transition a business. The Washington SBDC is hosted by Washington State University and is supported by the US Small Business Administration.



*Allan Peterson,
WSBDIC Business
Advisor, Moses Lake*

By Hope Tinney, WSU SBDC

Vern Jenkins: <http://wsbdc.org/export-eastern/>

Allan Peterson: <http://wsbdc.org/moses-lake/>