

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

December, 2014

Compiled and Produced by

THE PATHFINDERS



Dallas, Texas

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INTRODUCTION

The 2014 Grant County, Washington Area Wage and Fringe Benefits Survey was sponsored by the Grant County Economic Development Council. The Pathfinders, an economic development 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.

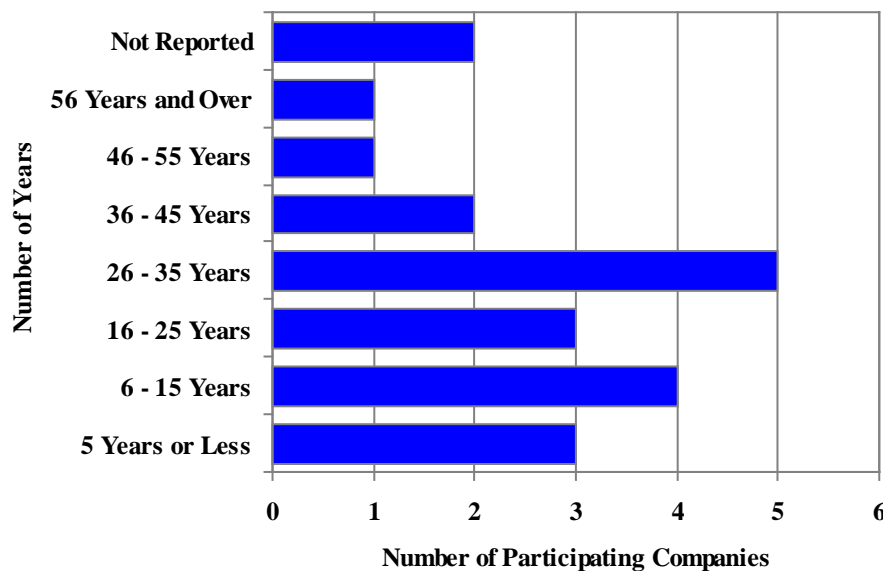
Please note that some of the companies responding to the survey did not answer all the questions on the form; therefore, the total number of responses for each question will not always equal the total number of participants. Further, every attempt was made to include as much as possible of the data reported 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

Twenty-one (21) companies, with a combined total employment of over 2,100 workers, participated in the 2014 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 fifty-six years, as illustrated below.

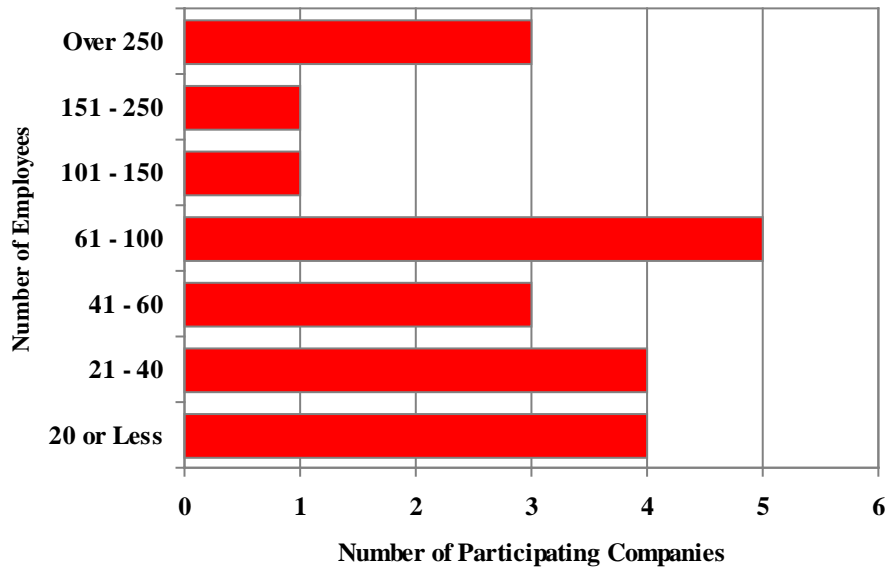
Participating Companies - Length of Time in Community



Two (2) of the reporting companies are unionized with a combined average of 95% of workers belonging to unions. The reported total annual payroll for the participating companies was over \$91 million, although it should be noted that not all companies responded to the annual payroll question.

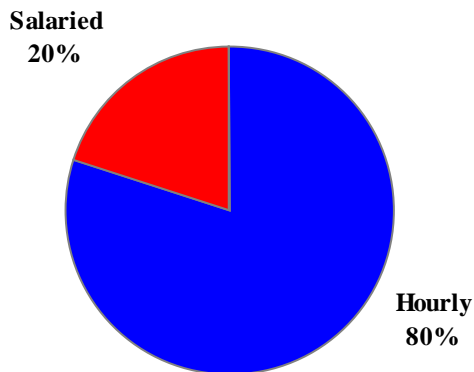
Companies of various sizes were represented in the survey ranging from twenty or less employees to 250 or more workers. The number of participating companies by number of employees is shown in the chart on the following page.

Participating Companies by Total Employment

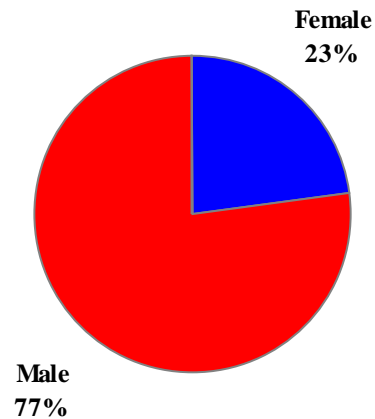


The total reported employment of 2,166 was comprised of 80% hourly workers and 20% salaried workers. The percentages of hourly and salaried employees, as well as male and female employees, of the reporting companies are illustrated in the following pie charts.

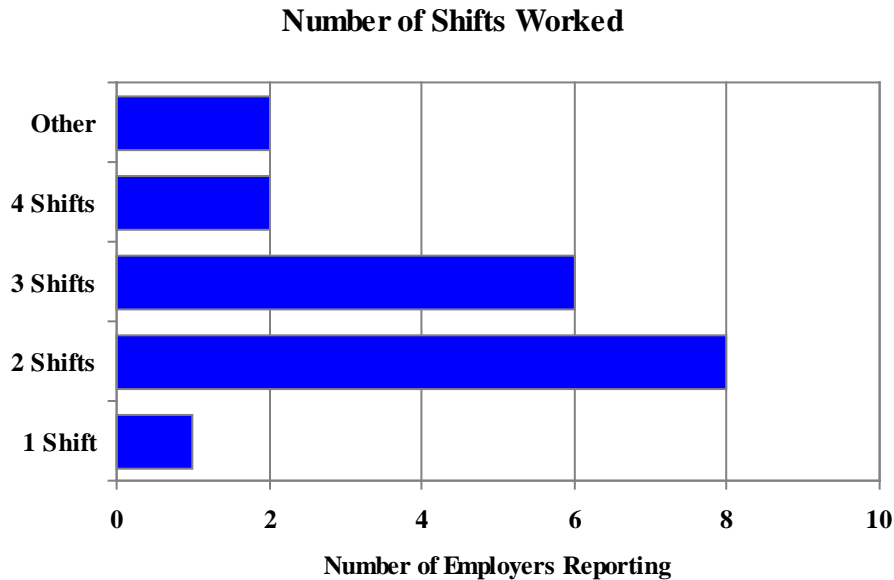
Hourly / Salaried Employees



Female / Male Employees



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



The “Other” shifts reported were:

- 7 shifts
- 24/7

Seven (7) companies reported shift premiums in dollars/cents, with the average premium being \$1.10 per hour. Two (2) companies reported shift premium as percentages, with the average being 13%.

Hiring Practices

With regard to hiring practices, six (6) of the participating firms reported an increase in employment during the past twelve months, and two (2) reported a decrease for a net of +161 jobs. Additionally, four (4) companies reported increases during the last twelve months and one (1) company reported a decrease but did not report the number of workers. Further, eleven (11) firms project increasing employment during the next twelve months for a total of approximately 176 jobs. Also, one (1) company projects an increase during the next twelve months but did not reported the number of workers to be added.

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

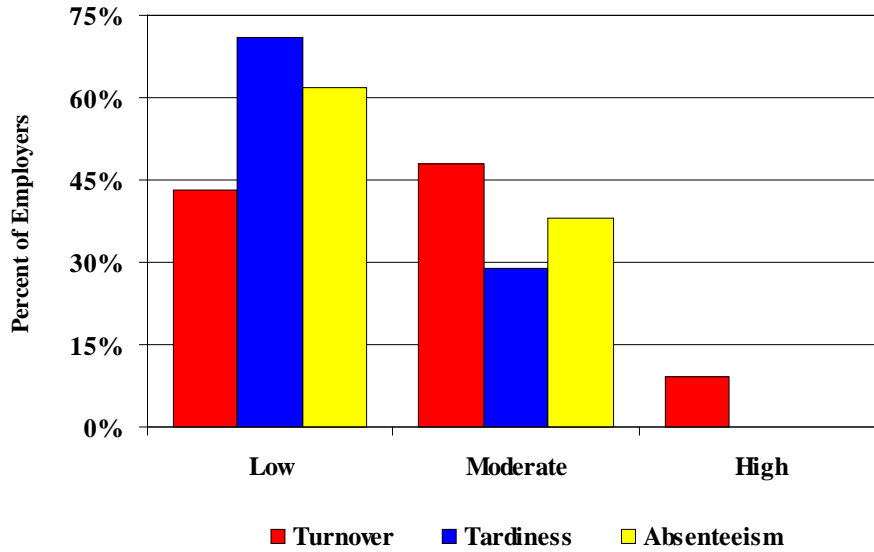
Hourly Workers Recruiting Method	# of Employers
Word of Mouth	11
Referrals	11
Staffing Service	9
Internet	8
Newspaper	7
Walk-Ins	7
Job Fair	6
State Agency	4
Colleges	3
Job Board/Sign	2
Radio/TV	2
Recruiters	1
Networking	1
Trade Journals	1
Union	1

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

Salaried Workers Recruiting Method	# of Employers
Internet	12
Word of Mouth	9
Referrals	8
Newspaper	8
Colleges	7
Recruiters	7
Networking	6
Job Fair	5
Staffing Service	4
State Agency	4
Job Board/Sign	2
Radio/TV	2
Walk-Ins	1
Trade Journals	1

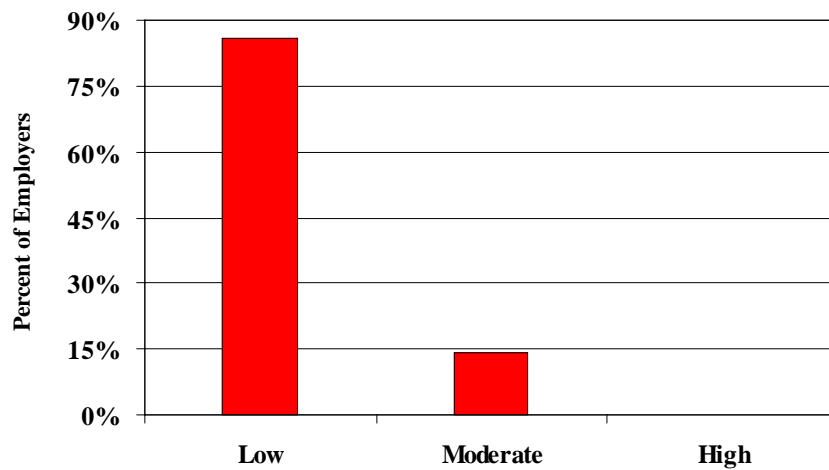
Employers were asked to rate turnover, tardiness and absenteeism among their workers as “Low”, “Moderate”, or “High”.

Ratings For Turnover – Tardiness – Absenteeism



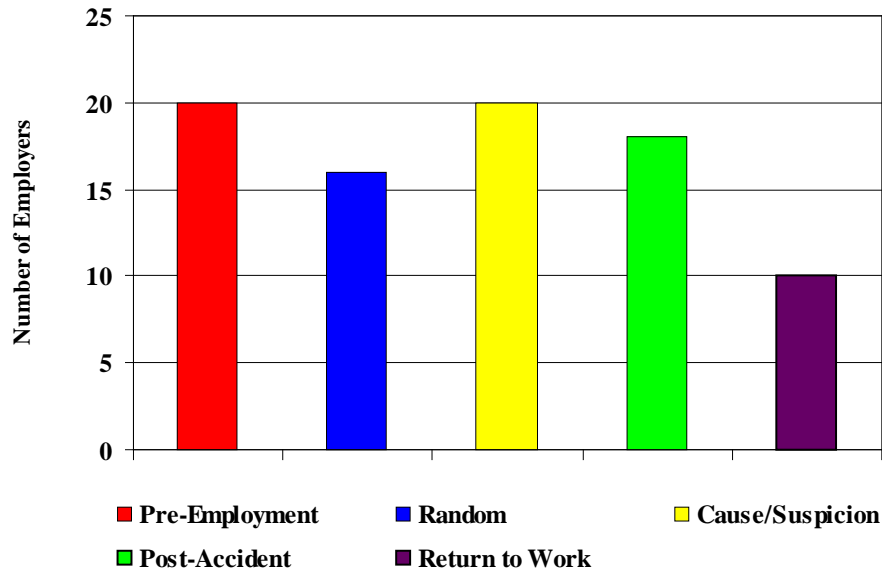
Further, employers were asked to evaluate substance abuse in the workforce as “Low”, “Moderate” or “High”.

Substance Abuse Ratings



All 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	15
Driver’s License Check	12
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 19% of the employers and “Fair” by 67% of the participating employers. Technical worker availability was rated “Good” by 11% of the employers and “Fair” by 58%.

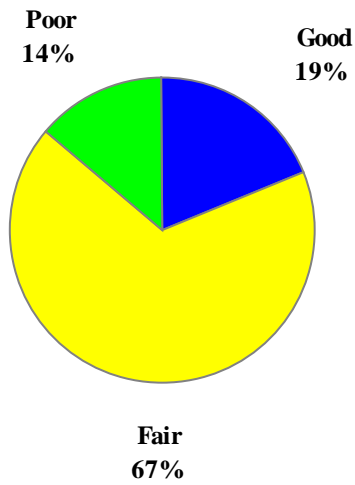
When responding to questions about employee attitudes and productivity, the responses of the participating employers were favorable. 85% of the participants rated Worker Productivity as “Good” or “Excellent”, and 81% reported Worker Reliability as “Good” or “Excellent”.

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. 72% 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)

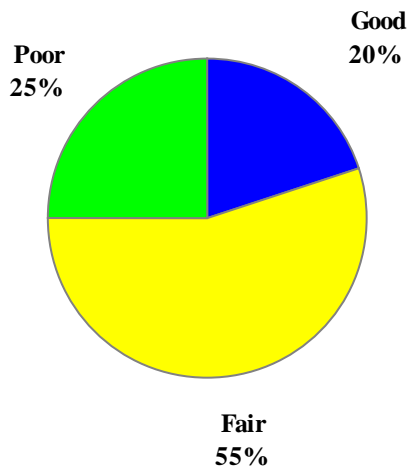
Skilled Labor Availability



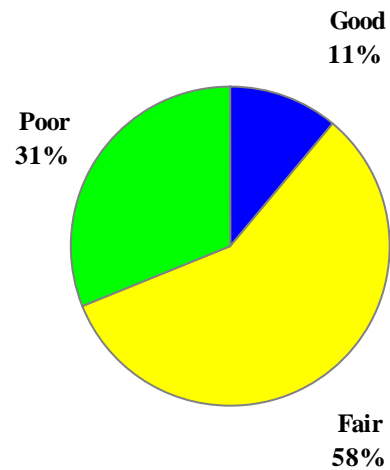
Unskilled Labor Availability



Professional Labor Availability

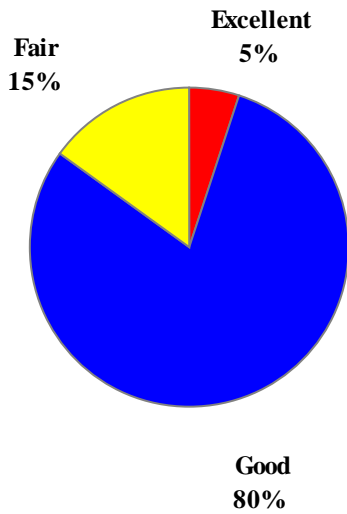


Technical Labor Availability

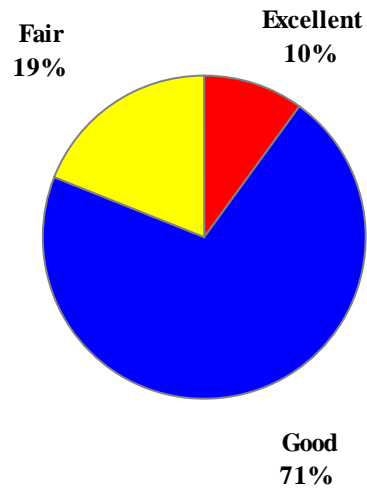


EMPLOYER RATINGS OF WORKFORCE (percentages of employers surveyed)

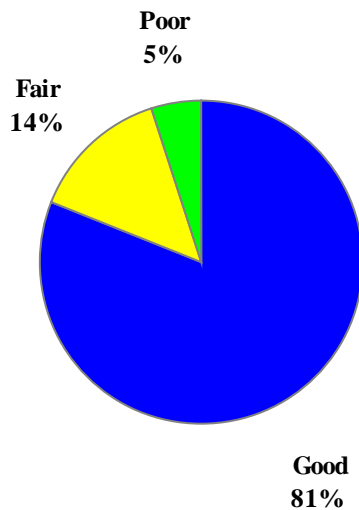
Productivity



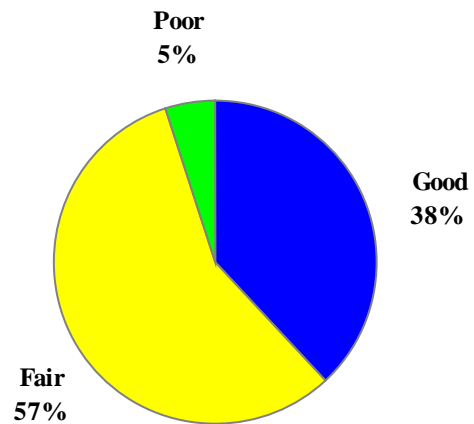
Reliability



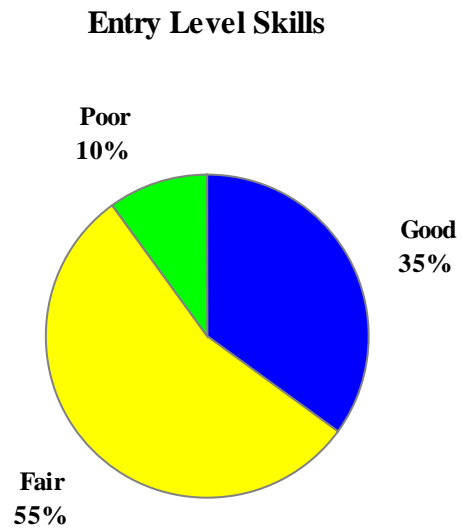
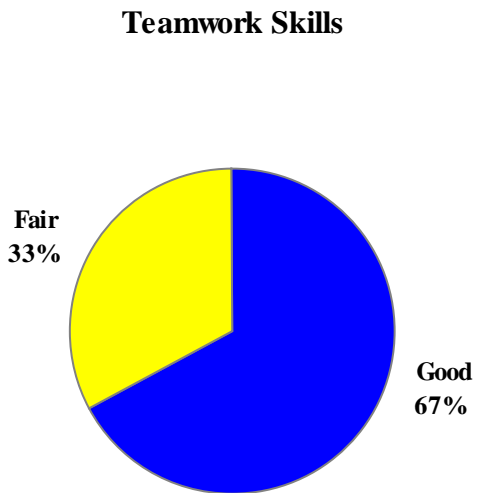
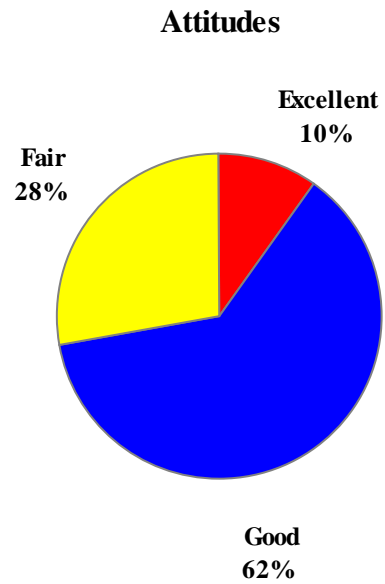
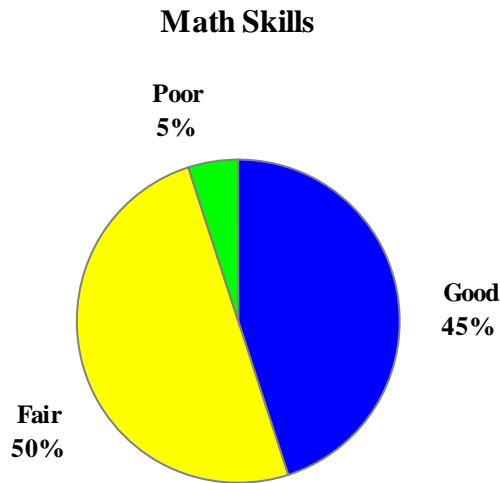
Reading Skills



Writing Skills

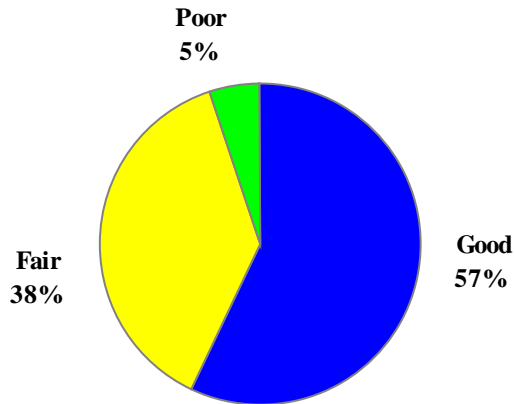


EMPLOYER RATINGS OF WORKFORCE (percentages of employers surveyed)

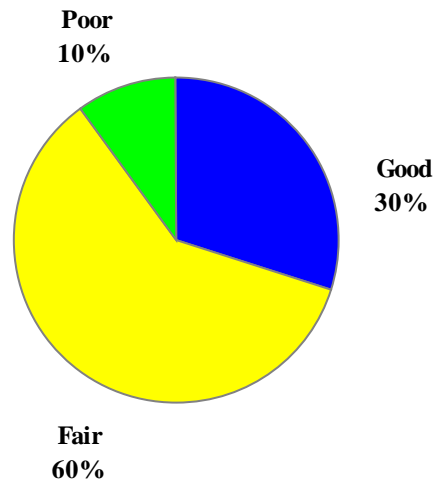


EMPLOYER RATINGS OF WORKFORCE (percentages of employers surveyed)

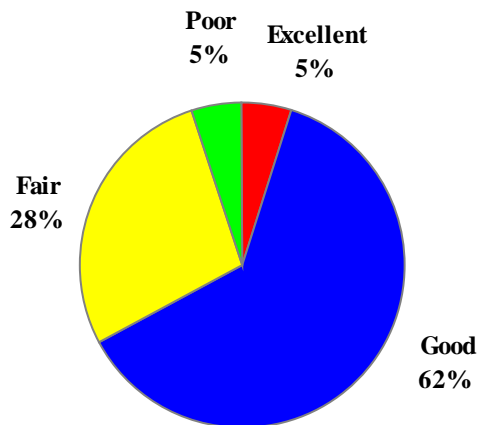
Computer Skills



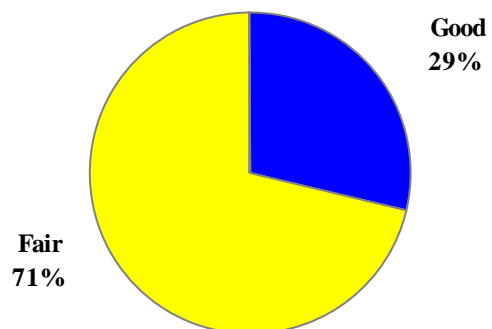
Job Readiness



Trainability

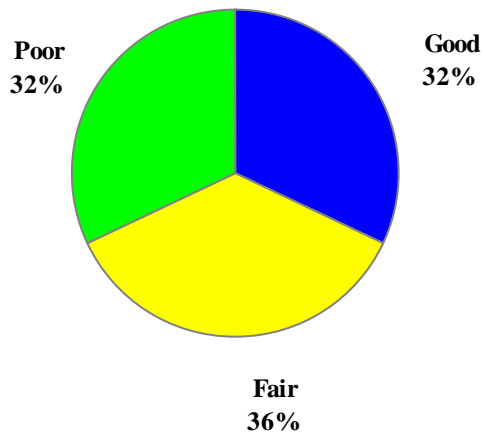


Workforce Rating Overall



EMPLOYER RATINGS (percentages of employers surveyed)

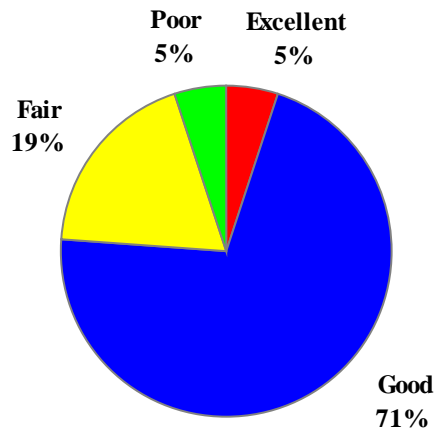
Area Transportation



Area Quality of Life



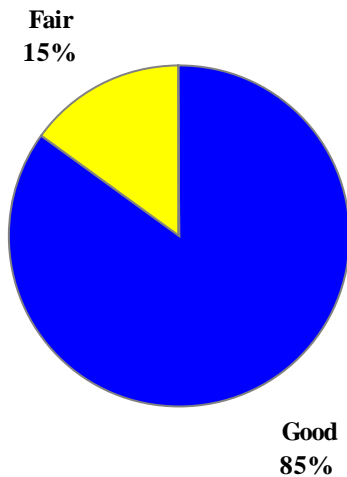
Area Business Climate



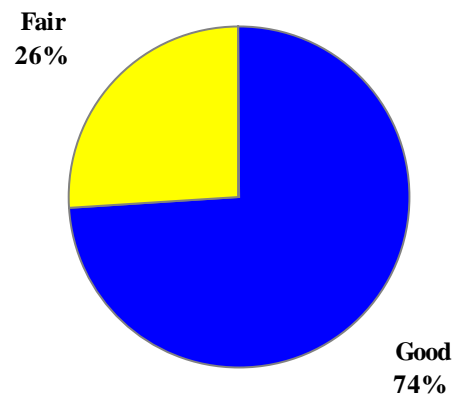
EMPLOYER RATINGS (percentages of employers surveyed)

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, 85% of the respondents rated local community colleges as “Good”, and 50% rated the local public schools as “Good”.

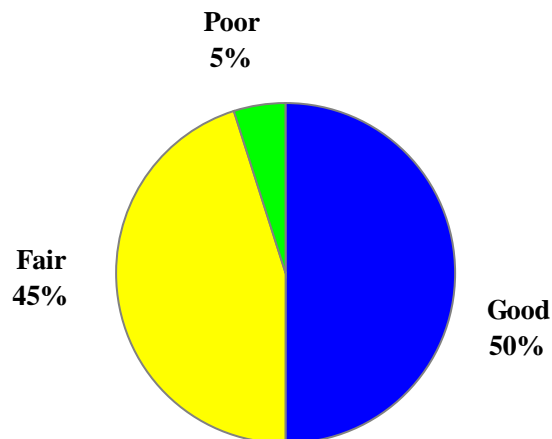
Community Colleges



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 22.

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	\$17.00	\$27.00	\$22.00	\$27.00	\$29.00	\$28.00	\$28.00	2	2
Accounts Payable Clerk	\$15.62	\$18.00	\$17.04	\$13.00	\$24.00	\$18.67	\$18.67	5	5
Accounts Receivable Clerk	\$15.62	\$15.62	\$15.62	\$24.00	\$24.00	\$24.00	\$24.00	1	1
Administrative Assistant	\$13.50	\$16.00	\$14.61	\$14.50	\$18.00	\$16.30	\$14.07	7	6
Assembler	\$13.46	\$15.00	\$14.23	\$14.77	\$21.71	\$18.24	\$15.32	89	2
Bldg. & Grounds Maintenance	\$17.00	\$17.00	\$17.00	\$19.40	\$21.00	\$20.20	\$20.47	9	2
Bookkeeper	n/r	n/r	n/a	\$19.50	\$19.50	\$19.50	\$19.50	1	1
Buyer/Purchaser	\$17.00	\$17.00	\$17.00	\$18.50	\$24.00	\$21.25	\$22.17	3	2
Chemist	\$18.50	\$18.50	\$18.50	\$25.00	\$25.00	\$25.00	\$25.00	14	1
CNC Machinist/Programmer	\$20.00	\$23.01	\$21.51	\$25.28	\$32.07	\$28.68	\$29.81	6	2
Critical Facilities Technician	\$20.00	\$20.00	\$20.00	\$28.00	\$28.00	\$28.00	\$28.00	5	1
Customer Service	\$13.53	\$22.00	\$17.61	\$16.50	\$28.75	\$21.75	\$20.86	9	5
Dispatcher	\$10.06	\$10.06	\$10.06	\$11.73	\$11.73	\$11.73	\$11.73	4	1
Electrician	\$17.00	\$28.00	\$20.96	\$22.00	\$38.00	\$27.50	\$35.60	74	5
Engineering Technician	\$20.65	\$20.65	\$20.65	\$28.00	\$28.00	\$28.00	\$28.00	5	1
Environmental Technician	\$20.00	\$20.00	\$20.00	\$24.00	\$24.00	\$24.00	\$24.00	2	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
Foreman	\$16.00	\$19.00	\$17.50	\$19.00	\$22.00	\$20.50	\$20.50	2	2
Fork Lift Operator	\$10.06	\$13.50	\$11.58	\$13.00	\$17.00	\$14.64	\$14.09	270	5
General Laborer	\$9.32	\$17.00	\$12.04	\$9.57	\$16.00	\$13.12	\$11.09	262	7
General Office	\$12.25	\$16.00	\$14.13	\$13.78	\$13.78	\$13.78	\$13.49	47	2
Health and Safety Coordinator	\$17.00	\$19.67	\$18.34	\$21.00	\$23.80	\$22.40	\$22.40	2	2
Human Resources Assistant	\$15.62	\$15.85	\$15.74	\$16.25	\$18.12	\$17.19	\$17.19	2	2
Instrument Technician	\$17.60	\$18.00	\$17.80	\$21.60	\$23.90	\$22.75	\$22.75	4	2
Inventory Control Specialist	\$14.55	\$14.55	\$14.55	\$15.99	\$15.99	\$15.99	\$15.99	20	1
Inventory/Stock Clerk	\$15.85	\$21.00	\$18.11	\$18.50	\$22.50	\$20.67	\$20.67	3	3
IT Specialist	\$13.46	\$13.46	\$13.46	\$17.20	\$17.20	\$17.20	\$17.20	1	1
Janitor	\$9.65	\$13.46	\$11.56	\$12.85	\$19.00	\$15.90	\$14.88	6	3
Lab Technician	\$12.00	\$19.00	\$15.99	\$13.00	\$22.00	\$18.34	\$16.93	50	8
Line Supervisor	\$17.80	\$25.00	\$21.93	\$20.29	\$25.00	\$22.65	\$20.49	16	3
Logistics Lead	\$14.00	\$14.00	\$14.00	\$18.15	\$18.15	\$18.15	\$14.52	5	2
Machine Operator – no Set-up	\$17.00	\$17.00	\$17.00	n/r	n/r	n/r	n/a	n/r	1
Machine Operator – with Set-up	\$13.77	\$17.80	\$15.19	\$15.37	\$20.00	\$18.24	\$17.69	22	3
Maintenance Forklift Mechanic	\$17.30	\$17.30	\$17.30	\$19.16	\$19.16	\$19.16	\$19.16	7	1
Maintenance General	\$15.00	\$20.00	\$16.75	\$16.68	\$25.00	\$20.93	\$19.16	15	5
Maintenance Manager	\$32.00	\$32.00	\$32.00	n/r	n/r	n/r	n/a	n/r	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
Maintenance Mechanic	\$13.53	\$27.00	\$18.79	\$18.50	\$31.33	\$23.28	\$19.16	106	7
Maintenance Supervisor	\$18.55	\$18.55	\$18.55	\$21.05	\$21.05	\$21.05	\$21.05	4	1
Materials Handler	\$10.06	\$15.00	\$12.84	\$16.70	\$19.44	\$17.67	\$17.19	12	3
Operations Manager	n/r	n/r	n/a	\$27.16	\$27.16	\$27.16	\$27.16	1	1
Operator - Chemical Production	\$9.80	\$16.50	\$13.35	\$15.93	\$22.00	\$17.89	\$16.67	264	5
Payroll Clerk	\$18.25	\$18.25	\$18.25	n/r	n/r	n/r	n/a	n/r	1
Product Control Coordinator	\$18.71	\$18.71	\$18.71	\$20.86	\$20.86	\$20.86	\$20.86	2	1
Production Manager	n/r	n/r	n/a	\$27.00	\$27.00	\$27.00	\$27.00	1	1
Production Operator	\$16.00	\$18.00	\$17.33	\$17.65	\$21.88	\$19.41	\$18.66	36	4
Project Engineer	\$20.00	\$20.00	\$20.00	\$35.00	\$35.00	\$35.00	\$35.00	3	1
Quality Assurance/Inspection	\$9.80	\$18.50	\$14.15	\$15.10	\$24.00	\$18.95	\$19.12	78	6
Quality Inspector	\$9.80	\$25.85	\$17.55	\$12.89	\$23.00	\$17.70	\$15.58	30	3
Quality Supervisor	\$20.00	\$20.00	\$20.00	\$27.60	\$27.60	\$27.60	\$27.60	1	1
Receptionist	\$12.00	\$18.00	\$14.89	\$13.26	\$19.35	\$16.43	\$16.43	5	5
Refrigeration Maintenance Technician	\$16.00	\$16.00	\$16.00	\$18.54	\$18.54	\$18.54	\$18.54	14	1
Safety Manager	\$30.00	\$30.00	\$30.00	\$40.00	\$40.00	\$40.00	\$40.00	1	1
Scheduler	\$11.00	\$11.00	\$11.00	\$12.00	\$12.00	\$12.00	\$12.00	2	1
Shipping/Receiving Clerk	\$12.00	\$18.00	\$14.19	\$14.00	\$19.75	\$16.17	\$16.53	14	5

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
Team Leader	\$18.17	\$19.00	\$18.72	\$20.00	\$22.00	\$20.80	\$18.94	26	5
Team Leader - Shift Supervisor	\$17.88	\$17.88	\$17.88	\$17.88	\$17.88	\$17.88	\$17.88	50	1
Truck Driver	\$12.42	\$20.10	\$16.38	\$12.96	\$20.38	\$17.94	\$19.50	85	4
Truck Washer	n/r	n/r	n/r	n/r	n/r	n/r	n/r	2	1
Warehouse Supervisor	n/r	n/r	n/a	\$25.00	\$25.00	\$25.00	\$25.00	1	1
Welder	\$17.00	\$19.67	\$18.34	\$20.00	\$32.00	\$24.60	\$27.56	5	3

WAGE SUMMARY – SALARIED WORKERS
Grant County, Washington Area

SALARIED WORKERS JOB CLASSIFICATION	Average Annual Salary	Number of Employees Reported	Number of Firms Reported
Accountant	\$66,215.50	8	6
Accounts Payable Clerk	\$36,510.67	3	3
Accounts Receivable Clerk	\$34,000.00	1	1
Administrative Assistant	\$44,824.40	7	5
Auditor	\$70,000.00	1	1
Bldg. & Grounds Maintenance	\$75,000.00	1	1
Bookkeeper	\$36,333.33	4	3
Buyer/Purchaser	\$64,286.67	6	6
Chemist	\$78,000.00	18	3
Chief Operator	\$67,000.00	8	3
CNC Machinist/Programmer	\$87,000.00	1	1
Computer Programmer	\$75,000.00	2	1
Computer Technician	\$42,000.00	4	1
Critical Facilities Engineer	\$75,000.00	2	1
Critical Facilities Manager	\$101,250.00	8	4
Customer Service	\$56,052.00	6	2
Department Manager	\$77,606.00	30	6
Dispatcher	\$66,500.00	4	2
Electrician	\$81,497.00	4	2
Engineer	\$76,500.00	3	2
Engineering Manager	\$90,000.00	3	2
Environmental Technician	\$52,000.00	3	1
Field Reps	\$59,838.50	7	2
Foreman	\$53,348.60	5	2
General Manager	\$122,436.80	4	4
General Office	\$26,266.00	2	1

SALARIED WORKERS JOB CLASSIFICATION	Average Annual Salary	Number of Employees Reported	Number of Firms Reported
Health and Safety Coordinator	\$77,500.80	1	1
Human Resources Assistant	\$41,879.80	8	5
Human Resources Manager	\$71,224.02	11	11
Inventory/Stock Clerk	\$38,993.50	4	2
IT Specialist	\$77,000.00	3	2
Lean Workshop Leader	\$60,000.00	1	1
Line Supervisor	\$72,750.00	14	2
Loading Operator	\$50,000.00	3	1
Logistics Coordinator	\$61,000.00	1	1
Logistics Lead	\$74,166.67	3	3
Machine Operator – no Set-up	\$53,600.00	1	1
Maintenance Manager	\$86,230.18	9	7
Maintenance Mechanic	\$65,000.00	7	1
Manufacturing Engineer	\$75,000.00	10	2
Network Administrator	n/r	2	1
Network Technician	\$42,000.00	2	1
Operations Manager	\$104,500.63	12	8
Operator - Chemical Production	\$55,000.00	7	1
Payroll Clerk	\$36,208.50	2	2
Plant Manager	\$115,750.00	7	7
Product Manager	\$78,248.67	6	3
Production Manager	\$88,543.50	16	8
Production Operator	\$70,200.00	1	1
Project Engineer	\$91,000.00	4	4
Project Manager	\$103,933.00	5	3
Quality Assurance/Inspection	\$67,500.00	4	2
Quality Manager	\$79,522.23	7	7
Quality Supervisor	\$58,041.12	7	5
Receptionist	\$32,000.00	1	1

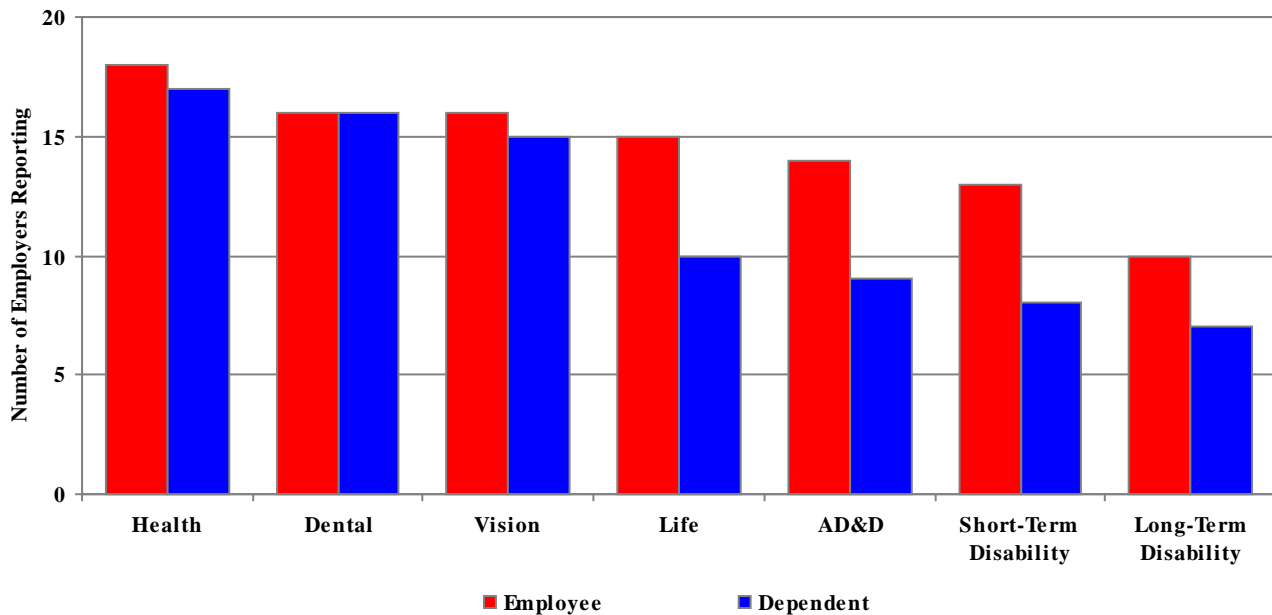
SALARIED WORKERS JOB CLASSIFICATION	Average Annual Salary	Number of Employees Reported	Number of Firms Reported
Regional Manager	\$98,000.00	1	1
Research	\$55,000.00	1	1
Safety Manager	\$91,410.00	5	5
Sales Manager	\$104,962.40	3	3
Scheduler	\$31,726.00	3	1
Secretary	\$36,953.00	2	1
Shop Manager	\$66,659.00	1	1
Team Leader	\$64,364.00	5	1
Training Coordinator	\$70,000.00	1	1
Truck Driver	\$54,000.00	32	2
Warehouse Supervisor	\$58,333.33	3	3
Welder	\$87,000.00	1	1

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, eighteen (18) of the participating companies reported providing health insurance for hourly employees, and seventeen (17) 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.

INSURANCE PREMIUMS PAID – HOURLY WORKERS

Type of Insurance	Number of Companies Providing	Average % of Premium Paid
Health		
Employee	18	88%
Dependent	17	85%
Dental		
Employee	16	88%
Dependent	16	86%
Vision		
Employee	16	78%
Dependent	15	74%
Life		
Employee	15	84%
Dependent	10	28%
Accidental Death/ Dismemberment		
Employee	14	90%
Dependent	9	20%
Short-Term Disability		
Employee	13	66%
Dependent	8	0%
Long-Term Disability		
Employee	10	50%
Dependent	7	0%

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	15
Tuition Reimbursement	15
Annual Bonus	9
Health Savings Plan/FSA	7
Profit-Sharing Plan/Gainsharing	4
Pension Plan	3
Quarterly Bonus	2
Production/Incentive Bonus	1
Attendance Bonus	1
Safety Bonus	1
Stock Purchase/Stock Options	1
IRA/SEP	1

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

Other Benefits – Hourly Workers	# of Employers
Business Travel/Mileage	17
Supplemental Life Insurance	15
Employee Assistance Plan	12
Cell Phone	10
Eyewear Discount	9
Prescription Drug Card	5
Computer	4
Transportation	2
Legal	1
Uniform Discount	1

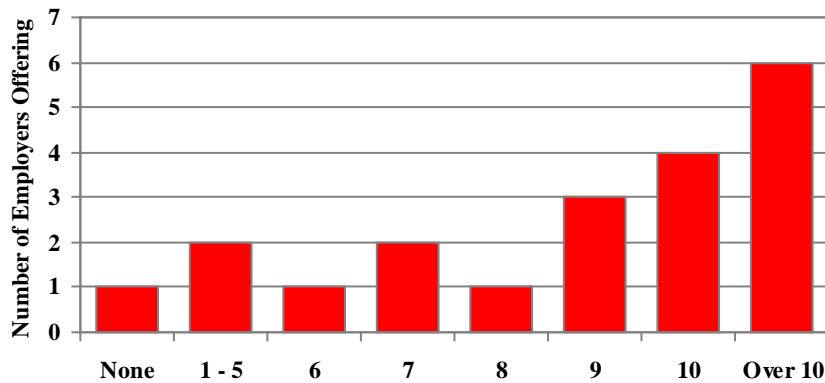
PAID LEAVE – HOURLY WORKERS

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, two (2) companies reported combining sick and vacation leave into paid/personal time off (PTO).

Holidays – Hourly Workers

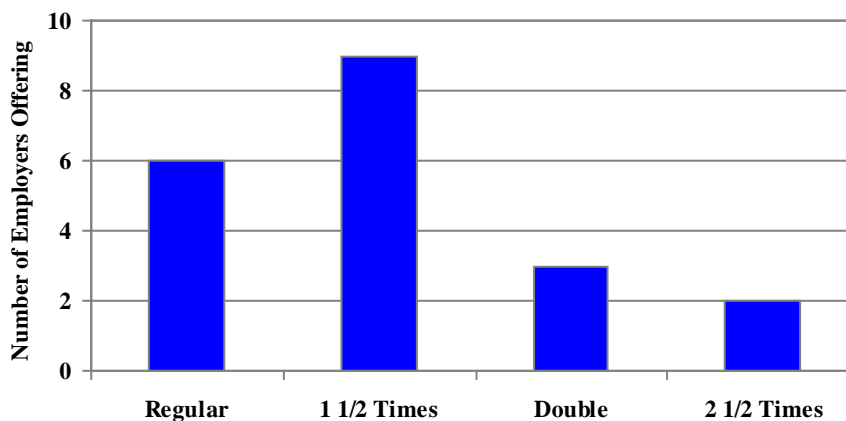
The number of paid holidays per year for hourly workers as reported by the responding employers ranges from none to over ten as illustrated in the chart below.

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



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



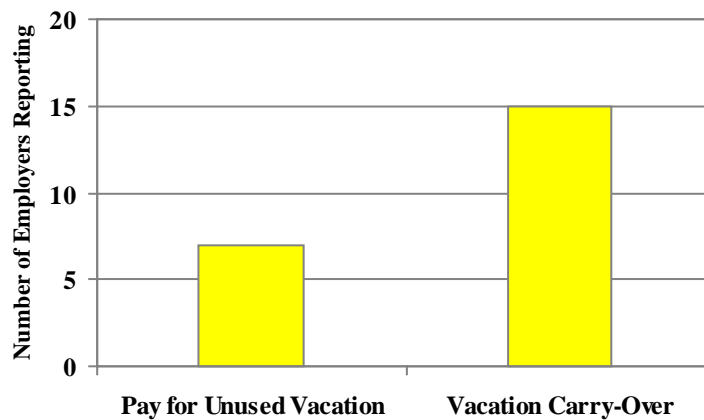
Vacation – Hourly Workers

Nineteen (19) of the participating employers reported paid vacation time for hourly employees. Reported eligibility periods for vacation time are shown in the following chart.

Vacation Eligibility Periods - Hourly Workers

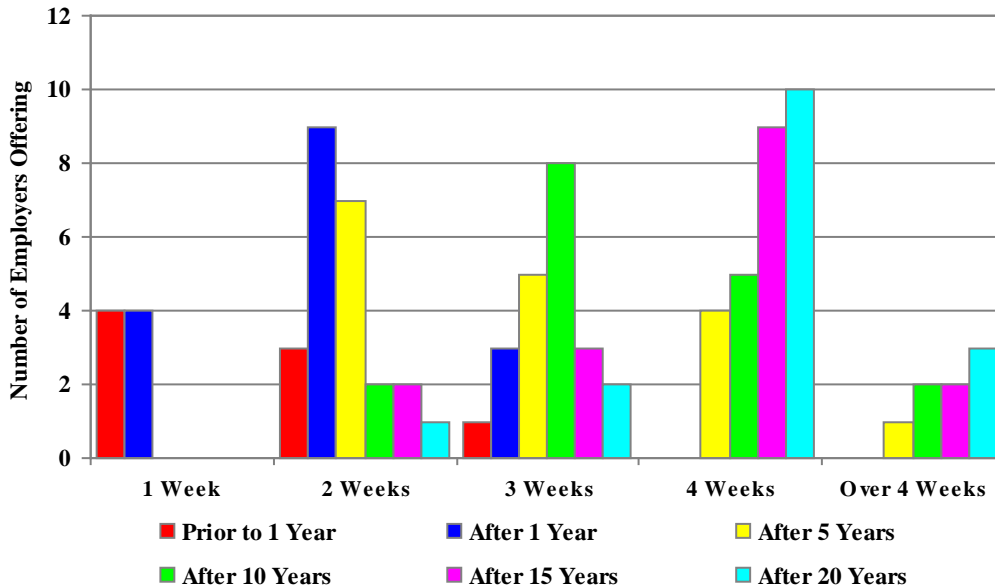


Further, of the reporting companies, seven (7) reported pay for unused vacation time, and fifteen (15) companies allowed vacation carry-over for their hourly workers.



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. Eight (8) companies reported prorating vacation time during the first year.

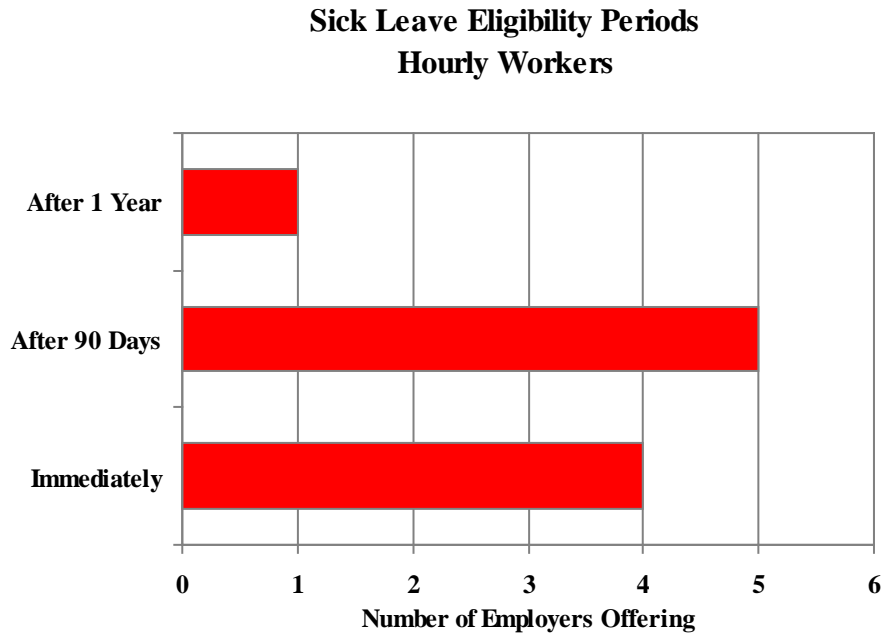
Number of Vacation Weeks - Hourly Workers



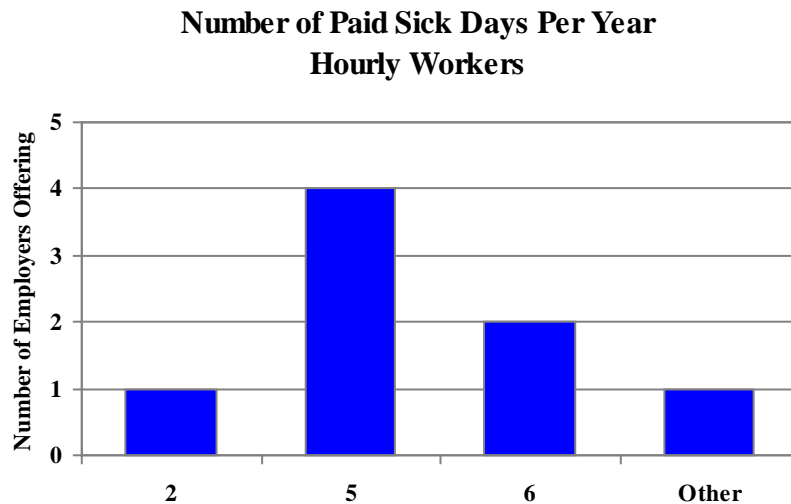
One (1) company reported vacation in number of days rather than weeks and reported 8 days of vacation.

Sick Leave – Hourly Workers

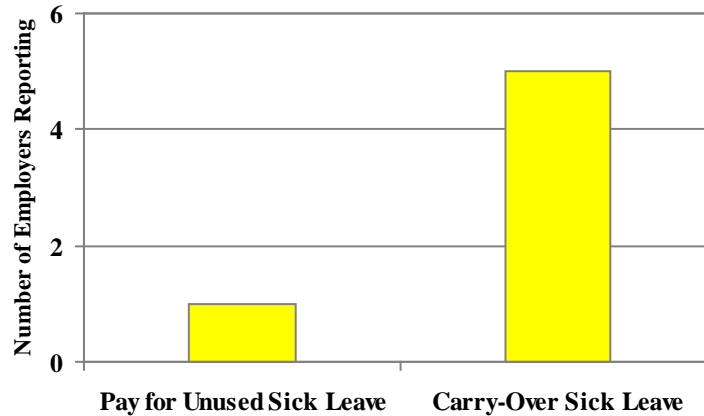
Of the participating companies, ten (10) reported offering paid sick leave for hourly employees. The following chart gives eligibility times for sick leave for hourly workers.



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

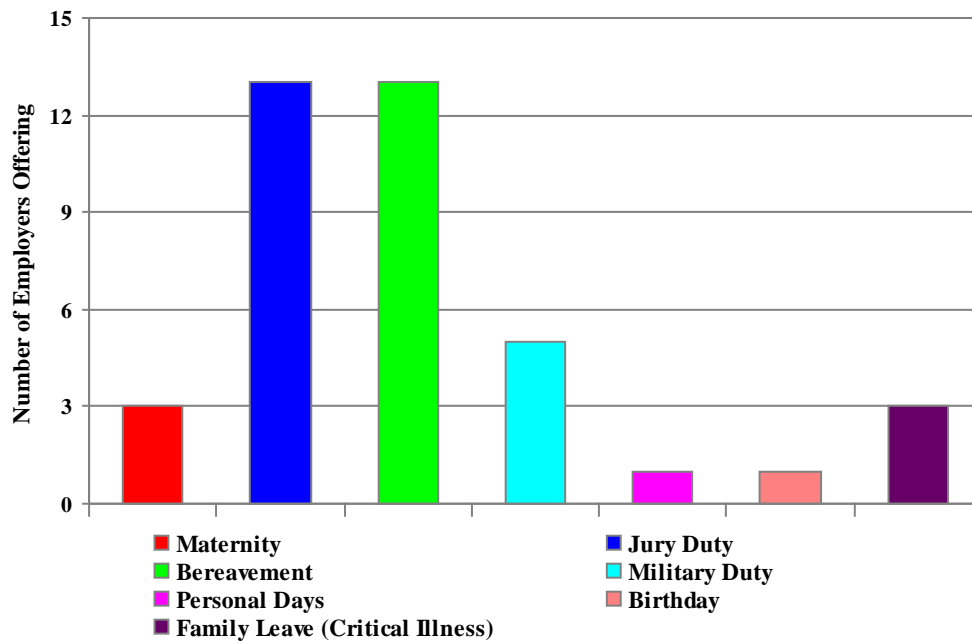


Additionally, of the reporting companies, one (1) company reported pay for unused sick leave, and five (5) allowed sick leave carry-over for hourly workers.



Other Paid Leave – Hourly Workers

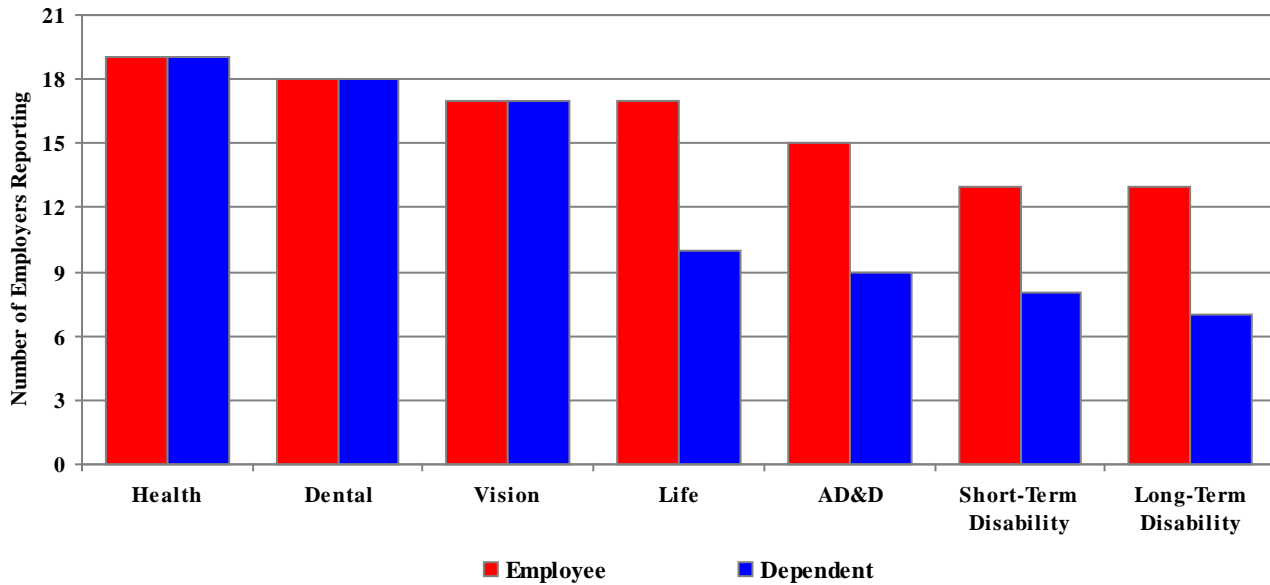
Participating employers were asked to report whether their companies gave additional paid time off to hourly employees for maternity/paternity, jury duty, bereavement, military duty, personal days or other categories. The chart below shows the number of companies reporting each category.



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, nineteen (19) of the participating companies reported providing health insurance for salaried employees, and nineteen (19) 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.

INSURANCE PREMIUMS PAID – SALARIED WORKERS

Type of Insurance	Number of Companies Providing	Average % of Premium Paid
Health		
Employee	19	93%
Dependent	19	85%
Dental		
Employee	18	87%
Dependent	18	85%
Vision		
Employee	17	71%
Dependent	17	68%
Life		
Employee	17	92%
Dependent	10	28%
Accidental Death/ Dismemberment		
Employee	15	91%
Dependent	9	20%
Short-Term Disability		
Employee	13	65%
Dependent	8	0%
Long-Term Disability		
Employee	13	65%
Dependent	7	0%

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	18
Tuition Reimbursement	16
Annual Bonus	11
Health Savings Plan/FSA	10
Profit-Sharing Plan/Gainsharing	5
Production/Incentive Bonus	3
Quarterly Bonus	2
Pension Plan	1
Stock Purchase/Stock Options	1
IRA/SEP	1
Childcare Assistance	1

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	20
Business Travel/Mileage	20
Supplemental Life Insurance	16
Computer	15
Employee Assistance Plan	14
Eyewear Discount	9
Prescription Drug Card	7
Transportation	3
Legal	2
Uniform Discount	1

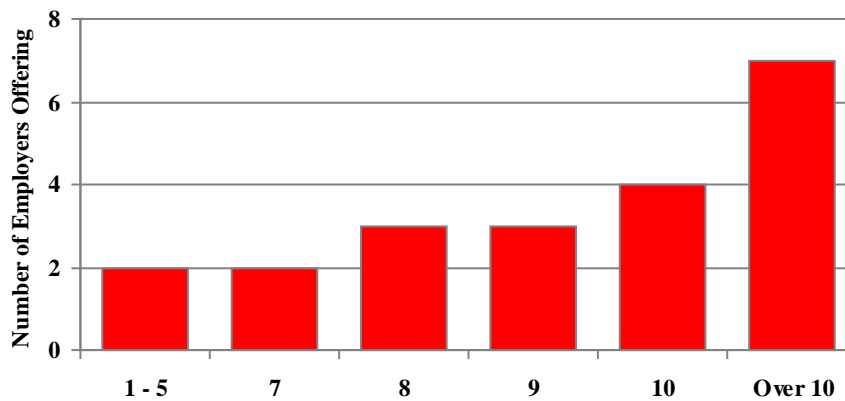
PAID LEAVE – SALARIED WORKERS

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, two (2) companies reported combining sick and vacation leave into paid/personal time off (PTO).

Holidays – Salaried Workers

The number of paid holidays per year for salaried workers as reported by the responding employers ranges from 1 - 5 to over ten as illustrated in the chart below.

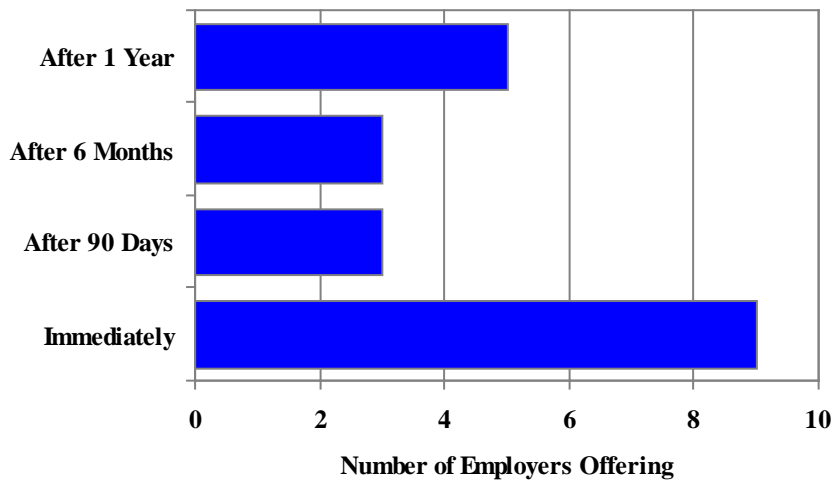
**Number of Paid Holidays Per Year
Salaried Workers**



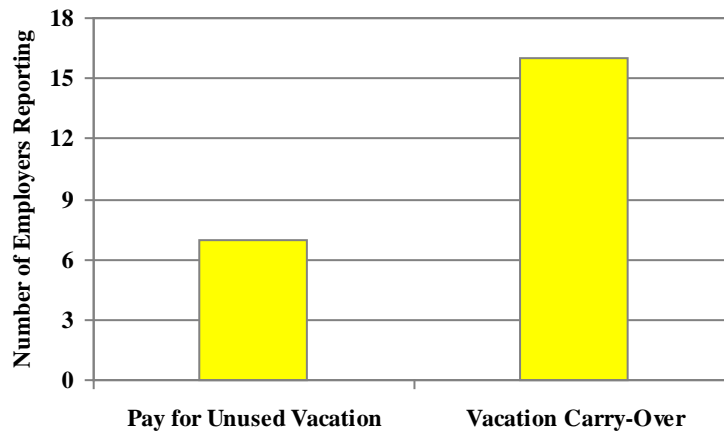
Vacation – Salaried Workers

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

Vacation Eligibility Periods - Salaried Workers

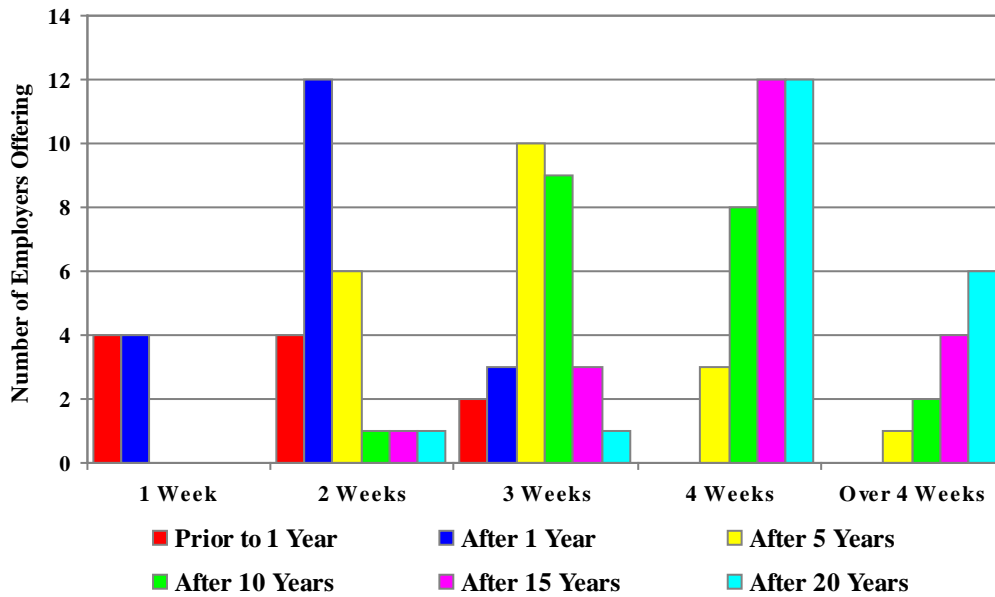


Further, of the reporting companies, seven (7) reported pay for unused vacation time, and sixteen (16) companies allowed vacation carry-over for their salaried workers.



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. Eight (8) companies reported prorating vacation time during the first year.

Number of Vacation Weeks - Salaried Workers

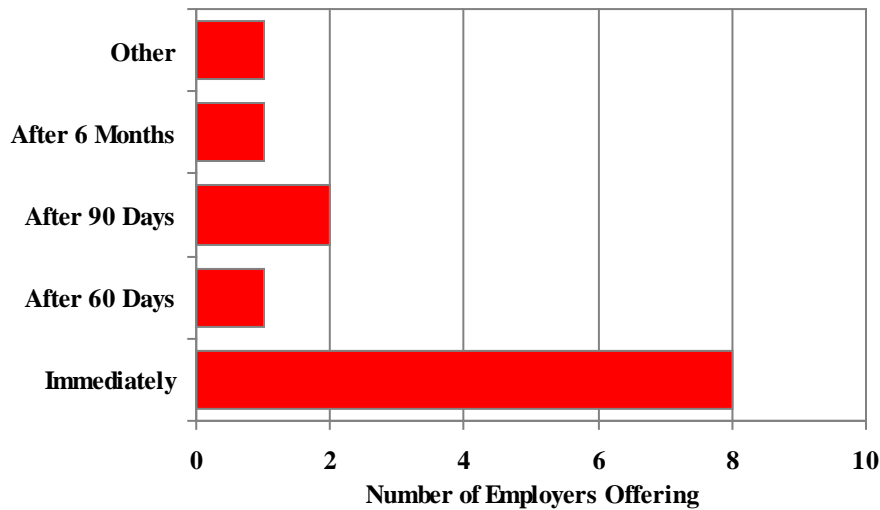


One (1) company reported vacation in number of days rather than weeks and reported 8 days of vacation.

Sick Leave – Salaried Workers

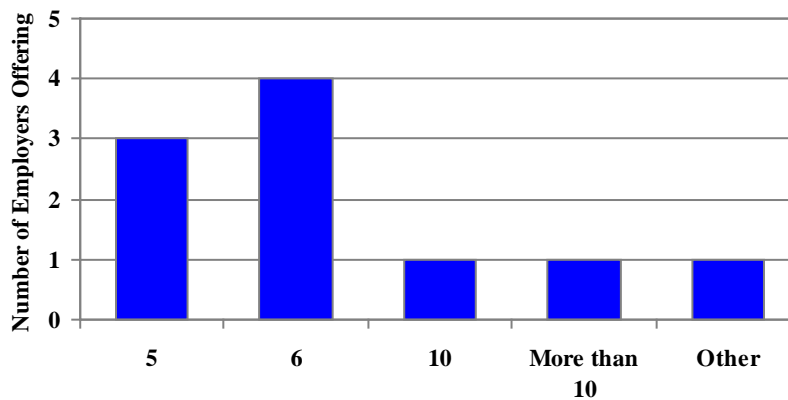
Of the participating companies, thirteen (13) reported offering paid sick leave for salaried employees. The following chart gives eligibility times for sick leave for salaried workers.

**Sick Leave Eligibility Periods
Salaried Workers**

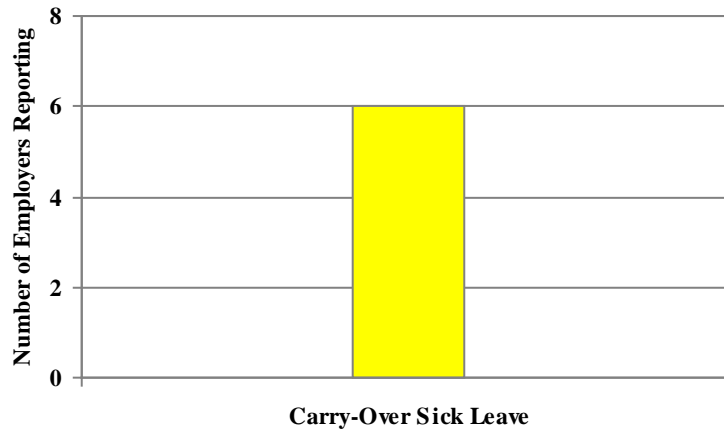


The reported number of paid sick days per year for salaried workers is as follows:

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

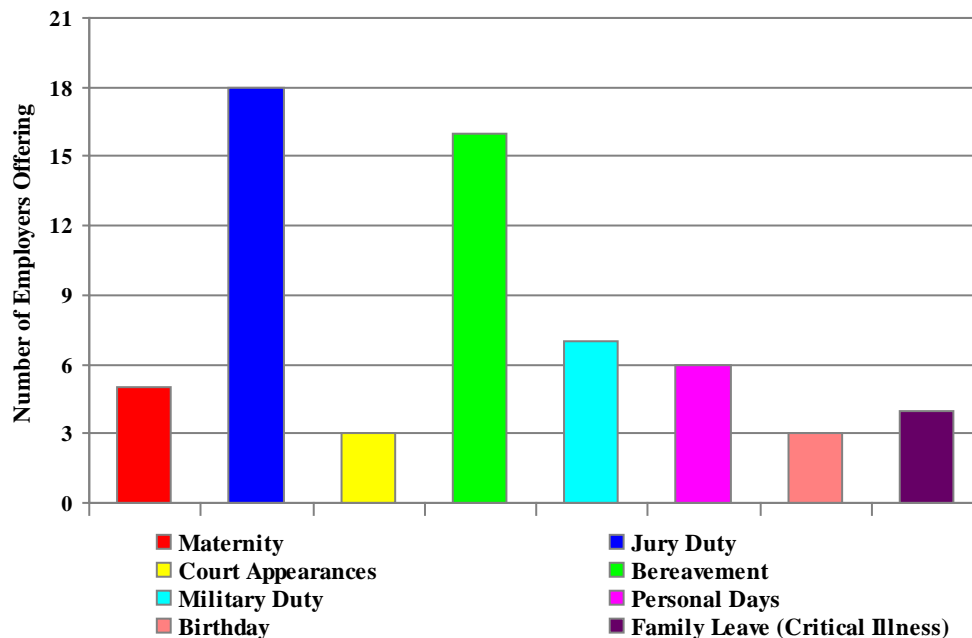


Additionally, of the reporting companies, six (6) allowed sick leave carry-over for salaried workers.



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, 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