

# 2010 Union County Wage and Benefit Survey

The Union County Chamber of Commerce and the Union County Business, Education, and Workforce Team (BEWT) surveys Union County businesses and corporations regarding the wages and benefits which they offer to their employees.

Our continued goal is to administer the Wage and Benefit Survey every even year (2008, 2010, etc.) and continue to collect data and identify trends over time.

We have provided the survey results below which included the following information:

1. Company Location	12. Longevity Pay
2. Length of Operations	13. Paid Holidays
3. Business Type	14. Additional Benefits
4. Unionization	15. Life Insurance
5. Total Number of Employees	16. Other Insurance
6. Benefits Provided	17. Medical Insurance Contribution
7. Vacation	18. Medical Insurance Deductible
8. Personal Days	19. Various Other Benefits
9. Sick Days	20. Wellness Program
10. Sick Day Donation	21. Bureau of Workers Compensation
11. Comprehensive Time	22. Wages for Select Positions

As in previous years, we hope that you are able to utilize the information in the operation of your business or organization. We thank each of the companies who responded to the survey and we look forward to working with all companies and organizations in our respective communities.

If you have any questions or comments regarding this survey, please feel free to contact the Union County Chamber of Commerce at (937) 642-6279.

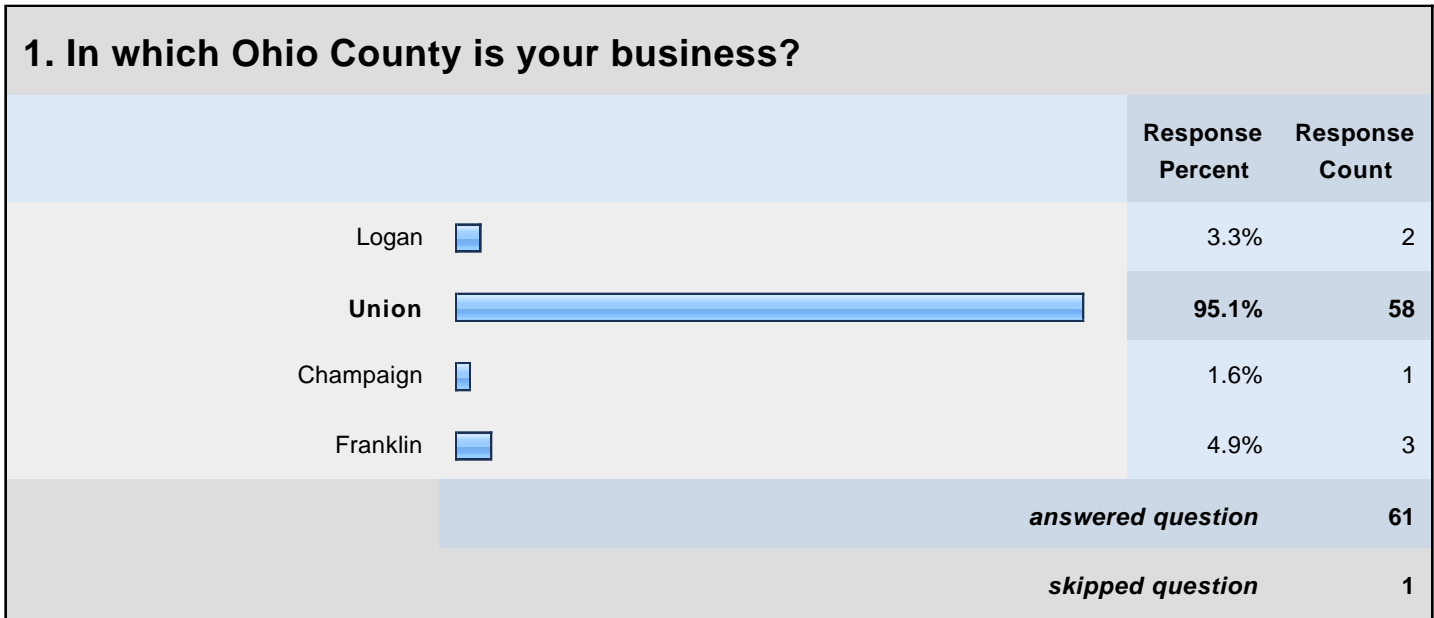


## 2010 Wage Summary









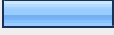



This is a summary of the wages portion of the 2010 Wage and Benefit Survey. Overall, responses were down from 71 to 62. Increases in individual category wages are highlighted in green while decreases are shown in red.

Category	2008 Results (71 Responses)			2010 Results (62 Responses)		
	Sample	Min	Max	Sample	Min	Max
<b>Operators (semi-skilled)</b>						
Apprentices	7	\$26,524	\$31,997	5	\$20,722	\$32,136
Delivery Workers	3	\$17,680	\$22,880	4	\$21,070	\$31,330
Painters	3	\$32,240	\$51,272	1	\$25,000	\$50,000
Truck an/or tractor drivers	4	\$30,423	\$34,680	2	\$29,691	\$40,560
Operators	7	\$30,978	\$41,044	2	\$37,617	\$45,510
Welders	3	\$35,880	\$46,436	0	-	-
Equipment Assemblers	2	\$26,520	\$38,116	0	-	-
Butchers and Meat Cutters	2	\$20,800	\$31,200	0	-	-
Inspectors/Testers	3	\$37,410	\$48,203	2	\$40,165	\$51,720
Packers and/or packagers	7	\$24,697	\$34,604	1	\$20,800	\$33,280
<b>Laborers (unskilled)</b>						
Garage or warehouse laborers	11	\$24,632	\$34,702	4	\$28,668	\$35,108
Car Washers	2	\$16,640	\$21,840	0	-	-
Gardeners	2	\$18,000	\$20,000	0	-	-
Farmers	0	-	-	1	\$20,000	\$50,000
Laborers (Dig, Mix, or Load)	0	-	-	2	\$29,809	\$44,241
<b>Service Workers</b>						
Attendants (pro and personal)	3	\$16,640	\$17,680	3	\$20,910	\$26,042
Cooks	7	\$16,640	\$26,832	4	\$17,509	\$28,232
Counter Workers	3	\$14,560	\$14,560	3	\$20,044	\$26,217
Firefighters	1	\$40,984	\$40,984	1	\$43,033	\$59,810
Police/detectives	3	\$27,000	\$36,587	2	\$45,573	\$67,171
Janitors	8	\$16,640	\$30,347	5	\$23,490	\$36,216
Guards	1	\$28,100	\$28,100	0	-	-
Waiters/Waitress	0	-	-	1	\$6,989	\$20,800
Ushers	0	-	-	0	-	-
<b>Sales Workers</b>						
Cashiers/checkers	9	\$14,560	\$29,967	4	\$20,066	\$27,331
Sales clerk	5	\$14,560	\$18,000	2	\$17,690	\$26,000
Insurance Agents/brokers	0	-	-	3	\$26,000	\$104,000
Real Estate Agents	0	-	-	0	-	-
Advertising Agents/sales	1	\$30,000	\$30,000	1	\$21,000	\$40,000
Demonstrators	0	-	-	0	-	-
<b>Office and Clerical</b>						
Secretaries/ Admin Asst 1	28	\$24,818	\$31,930	21	\$24,276	\$34,217


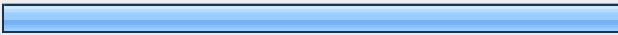
Sec/Admin Asst 2	14	\$31,662	\$39,775	15	\$35,634	\$40,296
Office Managers	12	\$34,976	\$43,087	14	\$37,804	\$51,217
Office Helper	13	\$22,769	\$32,636	11	\$20,438	\$24,303
<b>Craft Workers/Skilled</b>						
Auto mechanic	5	\$33,833	\$43,778	5	\$35,062	\$48,278
Machinist/Operator	4	\$32,933	\$40,770	-	-	-
Mtn Mechanic 1	6	\$43,098	\$51,011	1	\$36,858	\$46,176
Mtn Mechanic 2	4	\$50,651	\$56,892	2	\$30,340	\$45,403
Electrician	3	\$35,870	\$42,860	1	\$36,858	\$46,176
Painters	2	\$32,240	\$51,272	1	\$36,858	\$46,176
General Construction 1	5	\$28,734	\$40,717	1	\$34,652	\$41,683
General Construction 2	3	\$56,854	\$73,212	1	\$36,358	\$43,576
Baker/Chef/Cook	4	\$23,216	\$37,051	3	\$21,944	\$28,669
Plumbers	-	-	-	2	\$42,882	\$55,156
<b>Officials and Managers</b>						
Executives/Officers	16	\$68,585	\$117,889	19	\$70,836	\$103,962
Plant/Dept Mger	7	\$42,638	\$67,397	7	\$62,613	\$81,340
Middle Management	11	\$52,959	\$67,871	19	\$50,391	\$72,872
Other Salaried Supervisors	10	\$38,692	\$55,130	6	\$48,748	\$65,306
Purchasing Agents/Buyers	5	\$37,070	\$72,992	2	\$31,240	\$58,024
<b>Professional (College Grads)</b>						
Accountants/Auditors	9	\$44,490	\$67,250	8	\$42,422	\$54,690
Chemists	-	-	-	1	\$30,000	\$40,000
Engineers	6	\$51,592	\$88,839	5	\$50,200	\$83,820
Lawyer	1	\$40,000	\$200,000	1	\$40,000	\$150,000
Librarians	-	-	-	-	-	-
HR Specialists	7	\$40,072	\$62,301	8	\$43,416	\$56,345
Physicians	1	\$80,000	\$250,000	1	\$80,000	\$100,000
Teachers	1	\$32,800	\$81,629	3	\$33,532	\$64,652
Surveyors	1	\$16,640	\$20,800	1	\$30,000	\$43,000
<b>Technical</b>						
Computer Programmers	7	\$48,720	\$67,425	2	\$45,000	\$68,300
Drafters	-	-	-	1	\$30,000	\$50,000
Engineering Aids/techs	1	\$42,307	\$50,918	3	\$43,246	\$52,355
LPNs	4	\$24,373	\$36,254	4	\$31,095	\$36,046
RNs	6	\$39,742	\$58,223	6	\$42,318	\$61,511
Licensed Counselors	3	\$35,640	\$67,075	3	\$36,429	\$49,150
Medical Technicians	4	\$18,173	\$32,200	3	\$33,780	\$42,794
Physical Science	-	-	-	2	\$29,965	\$66,027



### 3. Please indicate your type of business.

	Response Percent	Response Count
Manufacturing 	3.2%	2
Distribution 	1.6%	1
Food Service 	4.8%	3
Healthcare 	12.9%	8
Retail 	6.5%	4
Education 	3.2%	2
Government 	9.7%	6
Construction 	3.2%	2
Not for Profit 	16.1%	10
Agricultural 	1.6%	1
Office/Administrative 	6.5%	4
Law Enforcement/Corrections Related	0.0%	0
<b>Other</b> 	<b>32.3%</b>	<b>20</b>
<i>answered question</i>		<b>62</b>
<i>skipped question</i>		<b>0</b>

### 4. Is any part of your workforce unionized?

	Response Percent	Response Count
Yes 	6.5%	4
<b>No</b> 	<b>93.5%</b>	<b>58</b>
<i>answered question</i>		<b>62</b>
<i>skipped question</i>		<b>0</b>

**5. Please indicate your total number of employees in each of the following areas.**

	10 or less	11 - 50	51 - 100	101 - 199	200 +	Rating Average	Response Count
Total Workforce	<b>41.0% (25)</b>	34.4% (21)	9.8% (6)	6.6% (4)	8.2% (5)	2.07	61
Hourly/Nonexempt	<b>49.0% (25)</b>	29.4% (15)	11.8% (6)	3.9% (2)	5.9% (3)	1.88	51
Salary/Exempt	<b>68.5% (37)</b>	20.4% (11)	5.6% (3)	1.9% (1)	3.7% (2)	1.52	54
Permanent Part-time (30-40 hours a week)	<b>66.7% (26)</b>	23.1% (9)	5.1% (2)	2.6% (1)	2.6% (1)	1.51	39
Other Part-time (Less than 30 hours)	<b>76.2% (32)</b>	16.7% (7)	4.8% (2)	0.0% (0)	2.4% (1)	1.36	42
						<i>answered question</i>	<b>62</b>
						<i>skipped question</i>	<b>0</b>




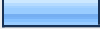


**6. Please indicate overall benefit programs per employment category.**

	Full Benefits	Partial Benefits	No Benefits-Other than By-Law	Response Count
Hourly/Nonexempted	<b>56.8% (25)</b>	22.7% (10)	20.5% (9)	44
Salary/Exempted	<b>71.1% (32)</b>	17.8% (8)	11.1% (5)	45
Permanent Part-time (30-40 hours a week)	28.6% (10)	<b>37.1% (13)</b>	34.3% (12)	35
Other Part-time (less than 30)	6.3% (2)	25.0% (8)	<b>68.8% (22)</b>	32
			<i>answered question</i>	<b>49</b>
			<i>skipped question</i>	<b>13</b>




## 7. Vacation-Annual: Please indicate the closest category for the majority of your workforce.

	0-1 Year	2-5 Years	6-10 Years	11-15 Years	15+ Years	Response Count
1 Week	<b>77.8% (21)</b>	22.2% (6)	0.0% (0)	0.0% (0)	0.0% (0)	27
2 Weeks	22.5% (9)	<b>77.5% (31)</b>	15.0% (6)	7.5% (3)	5.0% (2)	40
3 Weeks	9.4% (3)	9.4% (3)	<b>68.8% (22)</b>	25.0% (8)	12.5% (4)	32
4 Weeks	5.0% (1)	10.0% (2)	20.0% (4)	40.0% (8)	<b>50.0% (10)</b>	20
5 Weeks	9.1% (1)	18.2% (2)	18.2% (2)	27.3% (3)	<b>36.4% (4)</b>	11
6 Weeks	20.0% (1)	<b>40.0% (2)</b>	0.0% (0)	20.0% (1)	20.0% (1)	5
More than 6 Weeks	40.0% (2)	<b>60.0% (3)</b>	20.0% (1)	40.0% (2)	20.0% (1)	5
<i>answered question</i>						<b>45</b>
<i>skipped question</i>						<b>17</b>

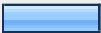


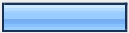


## 8. How many personal days do employees accrue annually?

	Response Percent	Response Count
Zero 	<b>40.8%</b>	<b>20</b>
One 	14.3%	7
Two 	14.3%	7
Three 	14.3%	7
Four 	6.1%	3
More than four 	10.2%	5
<i>answered question</i>		<b>49</b>
<i>skipped question</i>		<b>13</b>

### 9. Are personal days carried over to the following year?



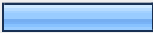
	Response Percent	Response Count
Yes 	6.3%	3
No 	64.6%	31
Not Applicable 	29.2%	14
<b>answered question</b>		<b>48</b>
<b>skipped question</b>		<b>14</b>

### 10. What are the total number of sick days provided annually?

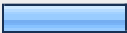

	Response Percent	Response Count
Zero 	14.3%	7
1 - 5 	26.5%	13
6 - 10 	16.3%	8
10 - 15 	18.4%	9
15 + 	4.1%	2
Various amounts given, depending on type of employee. 	20.4%	10
<b>answered question</b>		<b>49</b>
<b>skipped question</b>		<b>13</b>





### 11. Are sick days carried over to following year?

	Response Percent	Response Count
Yes 	34.7%	17
No 	42.9%	21
Not Applicable 	22.4%	11
<i>answered question</i>		<b>49</b>
<i>skipped question</i>		<b>13</b>

### 12. Does your organization offer some type of sick day donation program?

	Response Percent	Response Count
Yes 	18.4%	9
No 	81.6%	40
<i>answered question</i>		<b>49</b>
<i>skipped question</i>		<b>13</b>


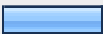
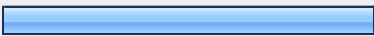
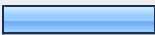
### 13. Does your organization use comprehensive (comp) time as an employee choice instead of overtime?

	Response Percent	Response Count
Yes 	27.7%	13
No 	72.3%	34
<i>answered question</i>		<b>47</b>
<i>skipped question</i>		<b>15</b>

### 14. Please indicate the closest category your organization's use of longevity pay, or indicate "Not used."

	0-5 years	6-10 years	11-15 years	16-20 years	21-25 years	25+ years	Response Count
Not used	<b>97.7% (42)</b>	58.1% (25)	48.8% (21)	48.8% (21)	46.5% (20)	48.8% (21)	43
\$0 - \$100	<b>66.7% (2)</b>	33.3% (1)	33.3% (1)	33.3% (1)	33.3% (1)	33.3% (1)	3
\$101 - \$250	0.0% (0)	<b>100.0% (2)</b>	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	2
\$251 - \$500	20.0% (1)	0.0% (0)	<b>80.0% (4)</b>	40.0% (2)	40.0% (2)	20.0% (1)	5
\$501 - \$750	0.0% (0)	<b>50.0% (1)</b>	<b>50.0% (1)</b>	<b>50.0% (1)</b>	<b>50.0% (1)</b>	0.0% (0)	2
\$751 - \$1000	0.0% (0)	25.0% (1)	0.0% (0)	<b>50.0% (2)</b>	0.0% (0)	25.0% (1)	4
More than \$1001	0.0% (0)	0.0% (0)	<b>100.0% (1)</b>	<b>100.0% (1)</b>	<b>100.0% (1)</b>	<b>100.0% (1)</b>	1
<i>answered question</i>							<b>48</b>
<i>skipped question</i>							<b>14</b>



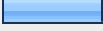

### 15. How many paid holidays are observed per year?

	Response Percent	Response Count
None 	6.3%	3
1 - 5 	14.6%	7
<b>6 - 10</b> 	<b>56.3%</b>	<b>27</b>
10 - 15 	22.9%	11
More than 15	0.0%	0
<i>answered question</i>		<b>48</b>
<i>skipped question</i>		<b>14</b>

## 16. Please indicated which of the following benefits your company uses.

	Yes-for all	Yes-for nonexempt only	Yes-for exempt only	No for all	Response Count
Injury Leave/Wage Continuation	44.4% (20)	4.4% (2)	2.2% (1)	<b>48.9% (22)</b>	45
Jury Leave	<b>60.4% (29)</b>	4.2% (2)	4.2% (2)	31.3% (15)	48
Court Leave	37.8% (17)	2.2% (1)	6.7% (3)	<b>53.3% (24)</b>	45
Bereavement Leave	<b>64.6% (31)</b>	6.3% (3)	8.3% (4)	20.8% (10)	48
Tuition Reimbursement	37.8% (17)	2.2% (1)	2.2% (1)	<b>57.8% (26)</b>	45
Short-term disability	39.1% (18)	2.2% (1)	4.3% (2)	<b>54.3% (25)</b>	46
Long-term disability	32.6% (15)	2.2% (1)	6.5% (3)	<b>58.7% (27)</b>	46
<i>answered question</i>					<b>49</b>
<i>skipped question</i>					<b>13</b>






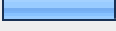
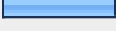
## 17. Life Insurance Options: Please select one that applies.

	Response Percent	Response Count
None offered 	25.0%	12
<b>\$50,000 or less</b> 	<b>54.2%</b>	<b>26</b>
More than \$50,000 (employer funds) 	14.6%	7
More than \$50,000 (employee funds portion) 	6.3%	3
<i>answered question</i>		<b>48</b>
<i>skipped question</i>		<b>14</b>

### 18. Other Insurance: Please indicate the types of insurance and contributors.

	Employer	Employee	Shared/Both	Not Offered	Response Count
Medical	17.0% (8)	2.1% (1)	<b>66.0% (31)</b>	14.9% (7)	47
Dental	17.4% (8)	2.2% (1)	<b>54.3% (25)</b>	26.1% (12)	46
Vision Care	19.6% (9)	6.5% (3)	<b>45.7% (21)</b>	28.3% (13)	46
Prescription Drug	14.9% (7)	2.1% (1)	<b>63.8% (30)</b>	19.1% (9)	47
<i>answered question</i>					<b>47</b>
<i>skipped question</i>					<b>15</b>

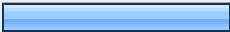



### 19. Please indicate the employer contribution percentage regarding medical insurance premiums.

	Response Percent	Response Count
Employer 100% 	12.5%	6
Employer 90% - Employee 10% 	18.8%	9
<b>Employer 80% - Employee 20%</b> 	<b>20.8%</b>	<b>10</b>
Employer 75% - Employee 25% 	6.3%	3
Employer 70% - Employee 30% 	8.3%	4
Employer less than 70% 	16.7%	8
Not offered 	16.7%	8
<i>answered question</i>		<b>48</b>
<i>skipped question</i>		<b>14</b>

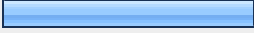

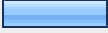
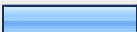

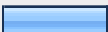
**20. Please indicate the annual employee deductible paid for medical per category.**

	0 - \$500	\$501 - \$750	\$751 - \$1000	More than \$1000	Response Count
Single	34.9% (15)	16.3% (7)	11.6% (5)	37.2% (16)	43
Family	20.0% (8)	5.0% (2)	15.0% (6)	60.0% (24)	40
<i>answered question</i>					43
<i>skipped question</i>					19

**21. With respect to the Federal Government Patient Protection and Affordable Care Act of 2010 (the reform of healthcare), please rate your organizations understanding of the Act as it applies to your business.**

	Response Percent	Response Count
We understand the Act 100% and we have a plan for 100% compliance. 	34.1%	15
We understand the Act 100%, but have compliance issues. 	6.8%	3
<b>We understand some of the Act, fuzzy on some issues, not ready for compliance.</b> 	40.9%	18
We do not know about the Act and would like to get some form of training. 	18.2%	8
<i>answered question</i>		44
<i>skipped question</i>		18

## 22. With the Federal reform of healthcare, do you see any of the following changes to your provided healthcare?

		Response Percent	Response Count
<b>We do not plan to change anything.</b>		37.8%	17
We will change some things, perhaps less coverage.		4.4%	2
We will change some things, perhaps higher out-of-pocket expense for the employees.		15.6%	7
We will change some things, both less coverage and higher out-of-pocket.		20.0%	9
We plan to completely drop coverage.		6.7%	3
We plan to start coverage (we didn't before the reform).		0.0%	0
N/A, we don't provide coverage and we don't plan to start.		15.6%	7
<b><i>answered question</i></b>			<b>45</b>
<b><i>skipped question</i></b>			<b>17</b>

**23. Please indicate which of the following benefits your organization offers.**

	Yes	No	Response Count
Employee Assistance Program (EAP)	34.0% (16)	66.0% (31)	47
Health Savings Account (HSA)	29.8% (14)	70.2% (33)	47
Health Reimbursement Account (HRA)	22.7% (10)	77.3% (34)	44
Flexible Spending Account (FSA)	34.9% (15)	65.1% (28)	43
125 IRS Pre-tax payments	39.6% (19)	60.4% (29)	48
Cafeteria Plan	20.5% (9)	79.5% (35)	44
Incentive Pay (hourly)	18.6% (8)	81.4% (35)	43
Incentive Pay (salary)	9.5% (4)	90.5% (38)	42
Stock Options (hourly)	0.0% (0)	100.0% (43)	43
Stock Options (salary)	4.7% (2)	95.3% (41)	43
Piece Rates	0.0% (0)	100.0% (43)	43
Thrift Savings Plans	4.7% (2)	95.3% (41)	43
Some Type of Deffered Comp.	33.3% (15)	66.7% (30)	45
Clothing Allowance	27.9% (12)	72.1% (31)	43
Safety Glasses	34.1% (15)	65.9% (29)	44
Safety Shoes	27.3% (12)	72.7% (32)	44
Child Care	4.7% (2)	95.3% (41)	43
Other Bonuses (hourly)	46.5% (20)	53.5% (23)	43
Other Bonuses (salary)	50.0% (21)	50.0% (21)	42
		<b>answered question</b>	<b>48</b>
		<b>skipped question</b>	<b>14</b>

**24. Wellness: Please indicate the type of employee wellness program provided by your organization.**

	Response Percent	Response Count
No program	53.1%	26
Basic awareness/training	20.4%	10
Awareness and Workout Facilities	6.1%	3
Awareness and Incentives	12.2%	6
Awareness, Workout Facilities, and Incentives	8.2%	4
<i>answered question</i>		<b>49</b>
<i>skipped question</i>		<b>13</b>

**25. Please indicate your involvement in the Bureau of Workers Compensation (BWC) drug-free workplace program.**

	Response Percent	Response Count
No program	54.0%	27
Program in place, but not under BWC	26.0%	13
BWC Basic	16.0%	8
BWC Advanced	4.0%	2
<i>answered question</i>		<b>50</b>
<i>skipped question</i>		<b>12</b>