

2014 Wage and Benefit Survey

Logan & Union Counties, Ohio

In 2014, the Union County Economic Development Partnership and the Logan County Chamber of Commerce partnered to survey manufacturers and major corporations to gather information on the wages and benefits offered to employees. This survey of human resource practices represents the self-reported descriptions of salaries, wages, and benefits from 14 manufacturers within Logan and Union Counties.

Companies were asked to provide information on the following topics:

1. Company Location
2. Length of Operation
3. Unionization
4. Peak Employment
5. Benefit Programs
6. Annual Vacation
7. Personal Days
8. Sick Days
9. Paid Holidays
10. Additional Benefits
11. Wage Information (Various Positions)

The information used in this survey is self-reported by the participating organizations and is only as accurate and complete as provided by them. Confidentiality is promised to participants and information is not included if readers might be able to connect it to specific companies or organizations. Not all participants answered all questions so totals may be inconsistent across the survey.

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 Economic Development Partnership at (937) 642-6279 or the Logan County Chamber of Commerce at (937) 599-5121.



Company Location

Logan County	7 Respondents	53.8%
Union County	5 Respondents	38.4%
Champaign County	1 Respondent	7.6%

Length of Operation

20+ Years	11 Respondents	78.5%
16-20 Years	1 Respondent	7.1%
11-15 Years	1 Respondent	7.1%
0-5 Years	1 Respondent	7.1%

Unionization

Yes	5 Respondents	38.4%
No	8 Respondents	61.5%

Peak Employment in 2013

Average Total Employment:	176
Average Hourly/Non-exempt:	126
Average Salary/Exempt:	71
Average Permanent Part-time:	20
Average Seasonal:	3

Benefit Programs

Full Benefits Provided to Hourly/Non-exempt:	83.3%
Partial Benefits Provided to Hourly/Non-exempt:	16.6%
Full Benefits Provided to Salary/Exempt:	92.8%
Partial Benefits Provided to Salary/Exempt:	7.1%
Full Benefits Provided to Permanent Part-time:	0
Partial Benefits Provided to Permanent Part-time:	50%
Full Benefits Provided to Seasonal:	0
Partial Benefits Provided to Seasonal:	30%

Annual Vacation Provided Based on Employment Tenure

	0-1 Year	2-5 Years	6-10 Years	11-15 Years	15+ Years
1 Wk	70%	30%	0	0	0
2 Wks	16%	66%	16%	0	0
3 Wks	16%	8%	41%	33%	0
4 Wks	11%	11%	11%	33%	0
4+ Wks	14%	0	14%	0	71%

Personal Days Provided Annually

0 Days	53.8%
1 Day	0
2 Days	0
3 Days	38.4%
4 Days	7.6%
4+ Days	0

Sick Days Provided Annually

0 Days	35.7%
1-5 Days	35.7%
6-10 Days	0
11-15 Days	21.4%
15+ Days	7.1%

Paid Holidays Provided Annually

0 Days	0
1-5 Days	7.6%
6-10 Days	53.8%
10+ Days	38.4%

Additional Benefits Provided

	Yes, for All	Yes, for Hourly	Yes, for Salary	Yes, for Part- time	Yes, for Seasonal	No
Injury Leave	76.9	7.6	7.6	0	0	7.6
Jury Leave	85.7	0	7.1	0	0	7.1
Bereavement Leave	92.8	0	7.1	0	0	0
Tuition Reimbursement	57.1	14.2	14.2	0	0	14.2
Short-term Disability	69.2	0	15.2	0	0	15.3
Long-term Disability	61.5	0	23.1	0	0	15.3
Life Insurance	84.6	0	7.6	0	0	7.6
Medical Insurance	84.6	0	7.6	0	0	7.6
Dental Insurance	76.9	0	7.6	0	0	15.3
Vision Care	83.3	0	0	0	0	16.7
Prescription Drug	76.9	0	7.6	0	0	15.3
Telecommuting	0	0	8.3	0	0	91.6
Flex-time	0	8.3	16.6	0	8.3	66.6
Childcare	0	0	0	0	0	100

Wage Information

Position	Minimum	Maximum
Accountant	\$22,000	\$76,456
Accounting Clerk	\$20,000	\$52,832
Administrative Assistant	\$20,000	\$55,200
Assembler – Electronic	\$35,000	\$35,000
Assembler – Heavy	\$22,880	\$50,336
Assembler – Light	\$27,600	\$59,446
Buyer	\$40,000	\$60,000
CAD Designer	\$50,000	\$50,000
Controller	\$50,500	\$80,000
Custodian/Janitor	\$41,558	\$42,411
Customer Service Manager	\$35,000	\$52,000
Customer Service Tech	\$30,000	\$41,600
Design Engineer	\$37,716	\$85,000
Desktop/Computer Support Coordinator	\$38,000	\$67,000
Desktop/Computer Support Specialist	\$32,000	\$59,000
Driver	\$24,960	\$42,800
Electrical Engineer	\$69,750	\$69,750
Engineering Manager	\$84,800	\$84,800
Fork Lift Operator	\$34,008	\$51,280
General Manager	\$42,000	\$150,000
Human Resources Assistant	\$30,160	\$75,000
Human Resources Manager	\$39,000	\$120,000
Information Systems Director	\$75,400	\$75,400
Inspector	\$45,760	\$48,630
Lab Technician	\$24,960	\$50,200
Machine Operator	\$24,000	\$54,000
Machinist	\$47,340	\$52,000
Maintenance Helper	\$27,800	\$55,800
Maintenance Manager	\$62,856	\$85,000
Maintenance Mechanic	\$45,760	\$48,630

Position	Minimum	Maximum
Maintenance Supervisor	\$68,000	\$76,000
Materials Handler	\$43,992	\$46,488
Mechanical Engineer	\$52,000	\$60,000
Network Administrator	\$75,000	\$75,000
Payroll Clerk	\$38,000	\$38,000
Payroll Supervisor/Manager	\$35,360	\$76,456
Plant Manager	\$140,000	\$140,000
Process Engineer	\$32,700	\$58,000
Production – General	\$20,700	\$49,500
Production – Lead	\$27,700	\$29,300
Production Planner/Scheduler	\$41,000	\$41,000
Production Supervisor/Manager	\$40,000	\$84,800
Programmer Analyst	\$60,000	\$60,000
Purchasing Manager	\$40,040	\$65,000
Quality Control Manager	\$15,200	\$60,000
Quality Control Supervisor	\$32,000	\$40,000
Quality Control Technician	\$27,500	\$45,032
Receptionist	\$29,848	\$32,032
Safety Director	\$95,000	\$109,980
Safety Supervisor	\$34,840	\$52,000
Senior Accountant	\$40,000	\$64,000
Senior Buyer	\$60,000	\$65,000
Senior Design Engineer	\$65,000	\$135,000
Senior Lab Technician	\$41,496	\$69,156
Senior Maintenance Mechanic	\$49,025	\$51,833
Senior Programmer Analyst	\$70,000	\$101,000
Senior Systems Analyst	\$75,000	\$75,000
Senior Tool & Die Maker	\$79,500	\$79,500
Systems Analyst	\$65,000	\$65,000
Tool & Die Maker	\$47,944	\$50,752
Warehouse Worker	\$21,800	\$50,000