



**2021
WAGE & BENEFIT ANALYSIS**

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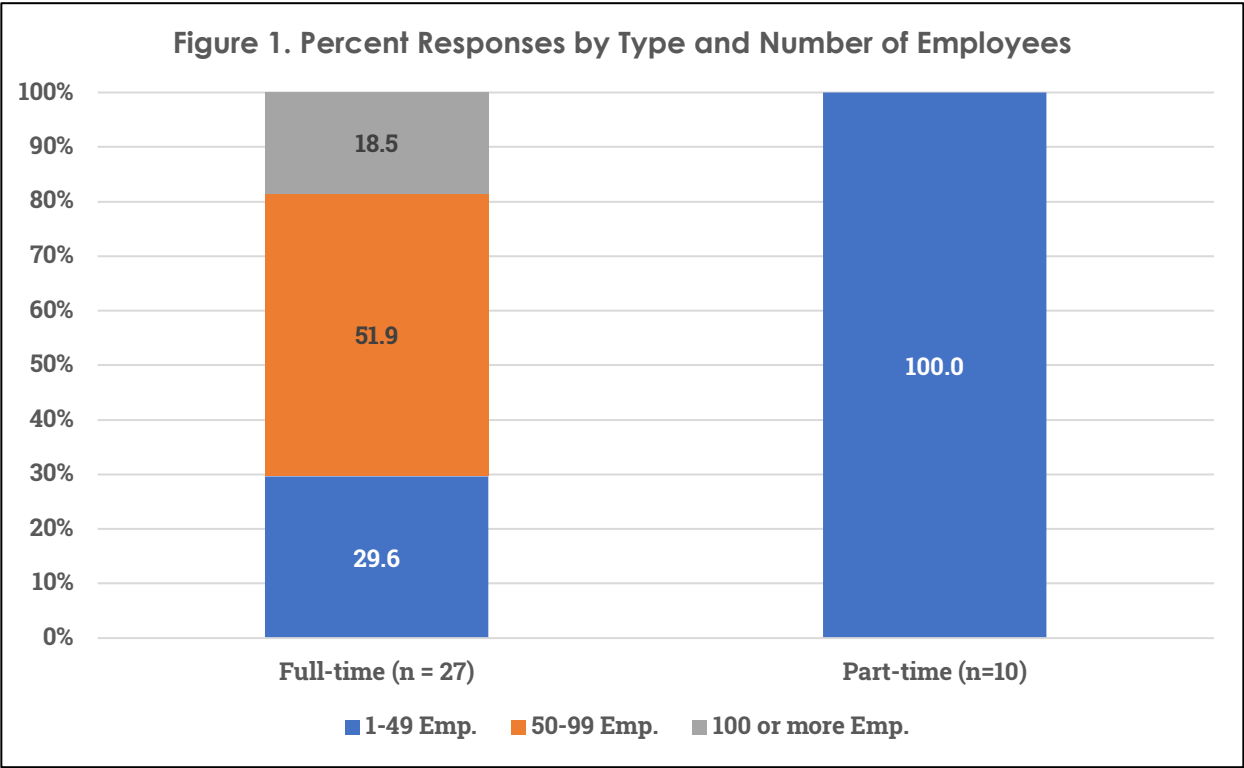
SURVEY METHODOLOGY

The Boone County Economic Development Corporation conducted a wage and benefit online survey among businesses in their region. The survey gathered data for three weeks in February-March 2021 resulting in 27 valid responses.

The survey included questions regarding the total number of employees as well as the number of hourly and salaried workers, entry, average, and highest wages for 44 different jobs grouped into 7 major categories. Types of benefits offered were also included in the survey including but not limited to health and dental insurance, life and disability insurance, bonus programs, and personal time off and vacation as well as where employees received training.

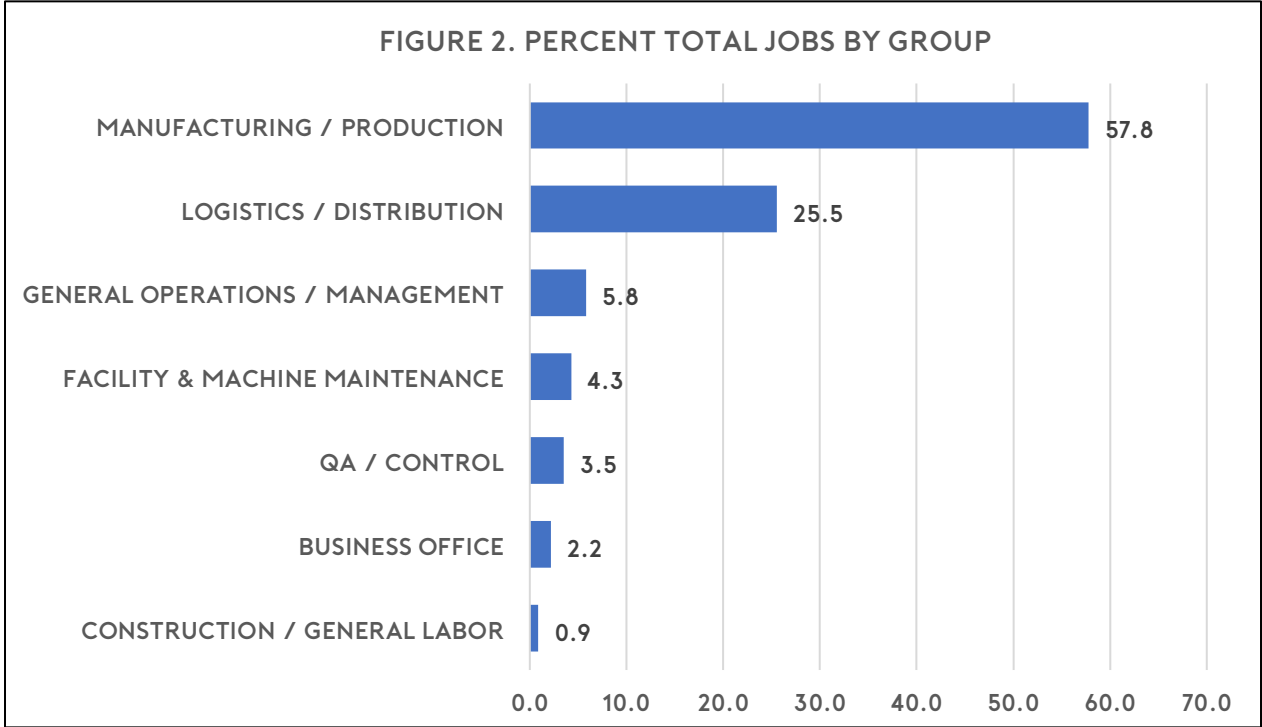
OVERVIEW OF RESPONSES AND COVID IMPACT

A total of 27 valid responses were received from businesses in Boone County. Most respondents were businesses in the manufacturing and logistics/distribution industries (not shown). Figure 1 shows the percent responses by type and number of employees. Regarding those with full-time employees, slightly more than half of respondents had between 1 and 49 employees compared to 18.5% with 100 or more. Note how 100% of those with part-time employees had between 1-49 employees.

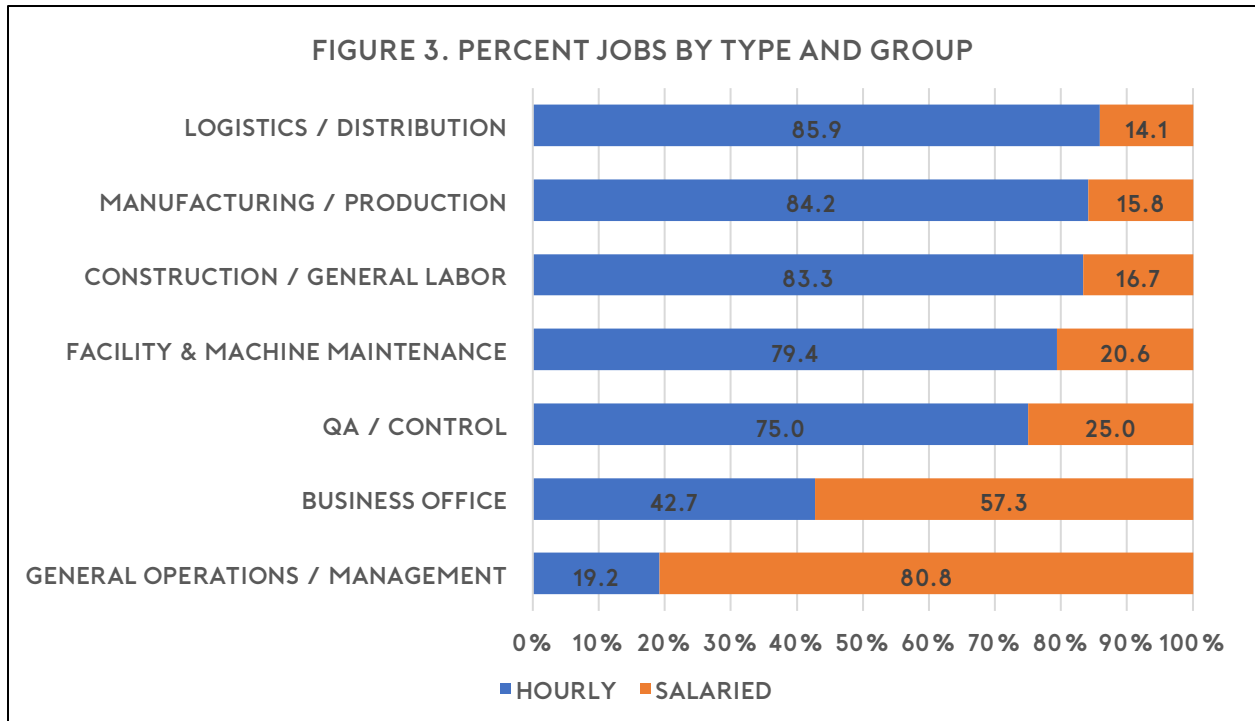


EMPLOYEE ANALYSIS

A total of 4,760 jobs were reported by 27 businesses across 7 job groups. Figure 2 shows the percent of total employees by job group where more than half of jobs belonged in the manufacturing/production group (57.8%) followed by one-quarter in the logistics/distribution group (25.5%). Close to 6% belonged in the general operation/management group while less than 5% of jobs reported belonged in the facility & machine maintenance (4.3%), QA/control (3.5%), business office (2.2%), and construction/general labor (0.9%) groups.



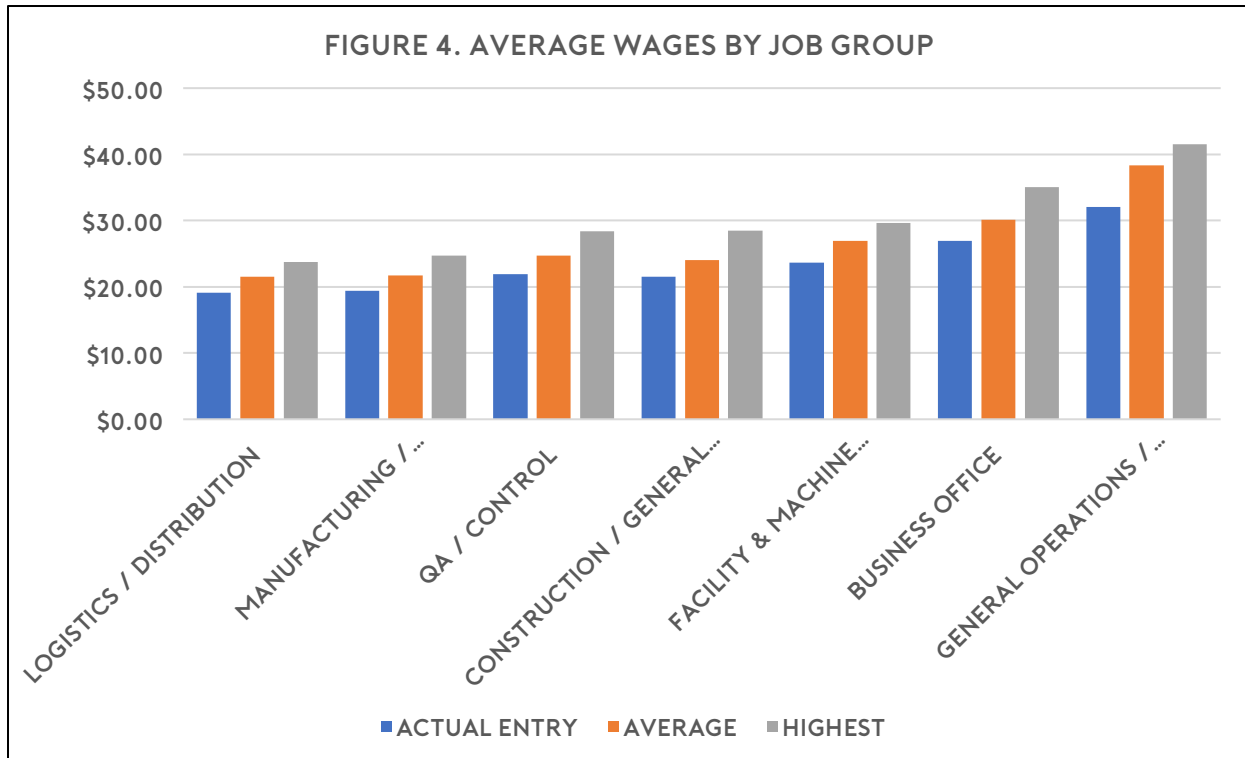
On the other hand, Figure 3 shows the percent of employees by type within each job group. The job group with the highest share of hourly employees were those in the logistics/distribution group with 85.9% compared to 14.1% that were salaried, followed closely by manufacturing/production with 84.2% hourly and 15.8% salaried. On the other hand, 19.2% of those in the general operations/management were hourly compared to 80.8% salaried. The business office group had the closest to an even split between hourly (42.7%) and salaried (57.3%) employees.



WAGE ANALYSIS

Overall, the average hourly wages reported by the respondents were \$23.64 for the actual entry wage, \$26.89 for the average wage, and \$30.30 for the highest wage (see bottom of Table 1). Regarding wages by job groups, Figure 4 shows the average wages (actual entry, average, and highest) among the 7 job groups analyzed sorted from lowest to highest based on the average highest wage reported (gray bar).

Logistics/distribution had the lowest average highest wage at \$23.73 followed closely by manufacturing/production with \$24.73. On the other hand, the business office group had the second highest average highest wage with \$35.06 while the general operations/management group had the average highest wage among the respondents with \$41.56. Regarding actual entry wages, logistics/distribution also had the lowest average actual entry wage with \$19.07 followed by manufacturing/production with \$19.42.



However, significant differences exist between jobs and job groups as shown in Table 1. Table 1 shows the average actual entry, average, and highest wages per job group and specific jobs listed. Number of responses per job are not included to protect the confidentiality of the respondents given the small number of responses. Keep in mind that because the number of responses was low, average wages shown may be susceptible to outliers.

TABLE 1. AVERAGE WAGES BY CATEGORY AND JOB GROUP AND JOBS

JOB GROUP	ACTUAL ENTRY WAGE	AVERAGE WAGE	HIGHEST WAGE
MANUFACTURING / PRODUCTION	\$19.42	\$21.76	\$24.73
PRODUCTION SUPERVISOR / MANAGER	\$32.44	\$35.26	\$40.97
PRODUCTION / TEAM LEAD - NON MANAGEMENT	\$18.14	\$20.32	\$23.78
ASSEMBLER	\$14.32	\$16.29	\$19.19
PRODUCTION LINE WORKER	\$14.86	\$17.06	\$19.64
CNC OPERATOR	\$21.58	\$25.50	\$30.23
MACHINE OPERATOR	\$17.54	\$19.15	\$21.66
FABRICATOR / WELDER	\$18.02	\$20.25	\$22.79
TOOL & DIE MAKER	\$24.55	\$27.81	\$29.78
FORKLIFT / TRUCK OPERATOR	\$16.55	\$18.57	\$20.71
INVENTORY / STOCK CLERK	\$16.18	\$17.39	\$18.59
LOGISTICS / DISTRIBUTION	\$19.07	\$21.48	\$23.73
WAREHOUSE SUPERVISOR	\$28.11	\$28.42	\$31.43
WAREHOUSE TEAM LEAD - NON MANAGEMENT	\$18.15	\$19.75	\$21.43
PICKER / PACKER	\$14.93	\$16.86	\$19.33

MATERIAL HANDLER	\$15.63	\$17.56	\$19.69
FORKLIFT/TRUCK OPERATOR	\$16.04	\$17.64	\$20.26
SHIPPING / RECEIVING CLERK	\$16.33	\$16.91	\$18.37
TRUCK/CDL DRIVER	\$24.33	\$33.22	\$35.63
CONSTRUCTION / GENERAL LABOR	\$21.50	\$24.00	\$28.50
FOREMAN	\$28.00	\$30.00	\$35.00
GENERAL LABORER	\$15.00	\$18.00	\$22.00
FACILITY & MACHINE MAINTENANCE	\$23.63	\$26.96	\$29.63
INDUSTRIAL MAINTENANCE TECHNICIAN	\$24.41	\$27.22	\$29.46
ELECTRICIAN	\$26.63	\$30.54	\$33.58
MECHANIC	\$23.60	\$29.39	\$32.02
MAINTENANCE / GENERAL	\$19.55	\$23.34	\$27.04
CUSTODIAL MANAGER	\$33.65	\$36.00	\$39.90
CUSTODIAL / JANITOR	\$13.96	\$15.26	\$15.76
QA / CONTROL	\$21.89	\$24.72	\$28.40
QA / CONTROL ASSOCIATE	\$14.34	\$18.05	\$19.77
QA / CONTROL TECHNICIAN	\$19.04	\$21.86	\$26.96
QA / CONTROL MANAGER	\$32.29	\$34.26	\$38.48
GENERAL OPERATIONS / MANAGEMENT	\$32.08	\$38.29	\$41.56
GENERAL OPERATIONS / PLANT MANAGER	\$44.79	\$54.50	\$61.65
MANAGER, ASSISTANT/SHIFT	\$25.66	\$32.57	\$32.57
DEPARTMENT MANAGER	\$35.33	\$50.48	\$54.49
CUSTOMER SERVICE MANAGER	\$41.51	\$42.26	\$45.99
CUSTOMER SERVICE REPRESENTATIVE	\$16.83	\$19.71	\$22.84
PURCHASING MANAGER	\$28.34	\$30.24	\$31.83
BUSINESS OFFICE	\$26.93	\$30.15	\$35.06
BUSINESS OFFICE MANAGER	\$25.58	\$27.13	\$40.20
CONTROLLER	\$39.42	\$44.77	\$45.58
PAYROLL SUPERVISOR / MANAGER	\$30.77	\$34.78	\$44.93
PAYROLL SUPERVISOR / MANAGER	\$31.73	\$38.33	\$44.93
PAYROLL CLERK	\$22.12	\$22.81	\$27.57
HUMAN RESOURCES DIRECTOR	\$41.20	\$48.06	\$49.44
HUMAN RESOURCES SPECIALIST	\$29.51	\$31.09	\$36.29
ADMINISTRATIVE ASSISTANT	\$17.54	\$19.93	\$22.07
RECEPTIONIST	\$16.48	\$18.63	\$18.57
DATA ENTRY CLERK	\$15.00	\$16.00	\$21.00
TOTAL	\$23.64	\$26.89	\$30.30

Table 2 looks at the lowest and highest averages across all three types of wages: actual entry, average, and highest. The job with the lowest average wage across all three categories (actual entry, average, and highest) was the custodial/janitor. On the other hand, general operations/manager had the highest across all three categories.

TABLE 2. LOWEST AND HIGHEST AVERAGE WAGES

AVERAGE WAGES	ACTUAL ENTRY	AVERAGE	HIGHEST
LOWEST	CUSTODIAL/JANITOR \$13.96	CUSTODIAL/JANITOR \$15.26	CUSTODIAL/JANITOR \$15.76
HIGHEST	GENERAL OPERATIONS/MANAGER \$44.79	GENERAL OPERATIONS/MANAGER \$54.50	GENERAL OPERATIONS/MANAGER \$61.65

Tables 3-5 show the top 5 highest and top 5 lowest averages for actual entry, average, and highest wages. There are no major changes in jobs across wage types. In other words, the top 5 highest and top 5 lowest remain consistent between actual entry, average, and highest.

TABLE 3. TOP 5 HIGHEST/LOWEST – ACTUAL ENTRY AVERAGE WAGES BY JOB

JOB	AVERAGE ACTUAL ENTRY WAGE PER HOUR
GENERAL OPERATIONS / PLANT MANAGER	\$44.79
CUSTOMER SERVICE MANAGER	\$41.51
HUMAN RESOURCES DIRECTOR	\$41.20
CONTROLLER	\$39.42
DEPARTMENT MANAGER	\$35.33
PICKER / PACKER	\$14.93
PRODUCTION LINE WORKER	\$14.86
QA / CONTROL ASSOCIATE	\$14.34
ASSEMBLER	\$14.32
CUSTODIAL / JANITOR	\$13.96

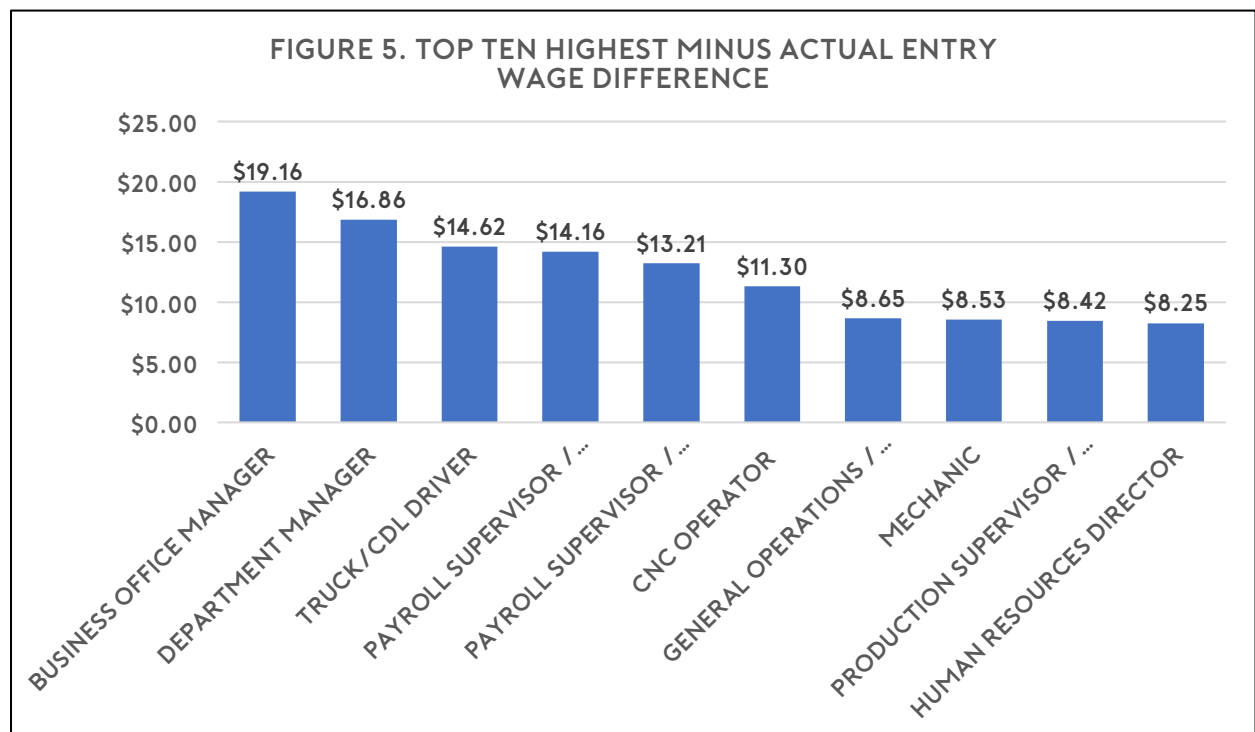
TABLE 4. TOP 5 HIGHEST/LOWEST – AVERAGE WAGES BY JOB

JOB	AVERAGE WAGE PER HOUR
GENERAL OPERATIONS / PLANT MANAGER	\$54.50
DEPARTMENT MANAGER	\$50.48
HUMAN RESOURCES DIRECTOR	\$48.06
CONTROLLER	\$44.77
CUSTOMER SERVICE MANAGER	\$42.26
SHIPPING / RECEIVING CLERK	\$16.91
PICKER / PACKER	\$16.86
ASSEMBLER	\$16.29
DATA ENTRY CLERK	\$16.00
CUSTODIAL / JANITOR	\$15.26

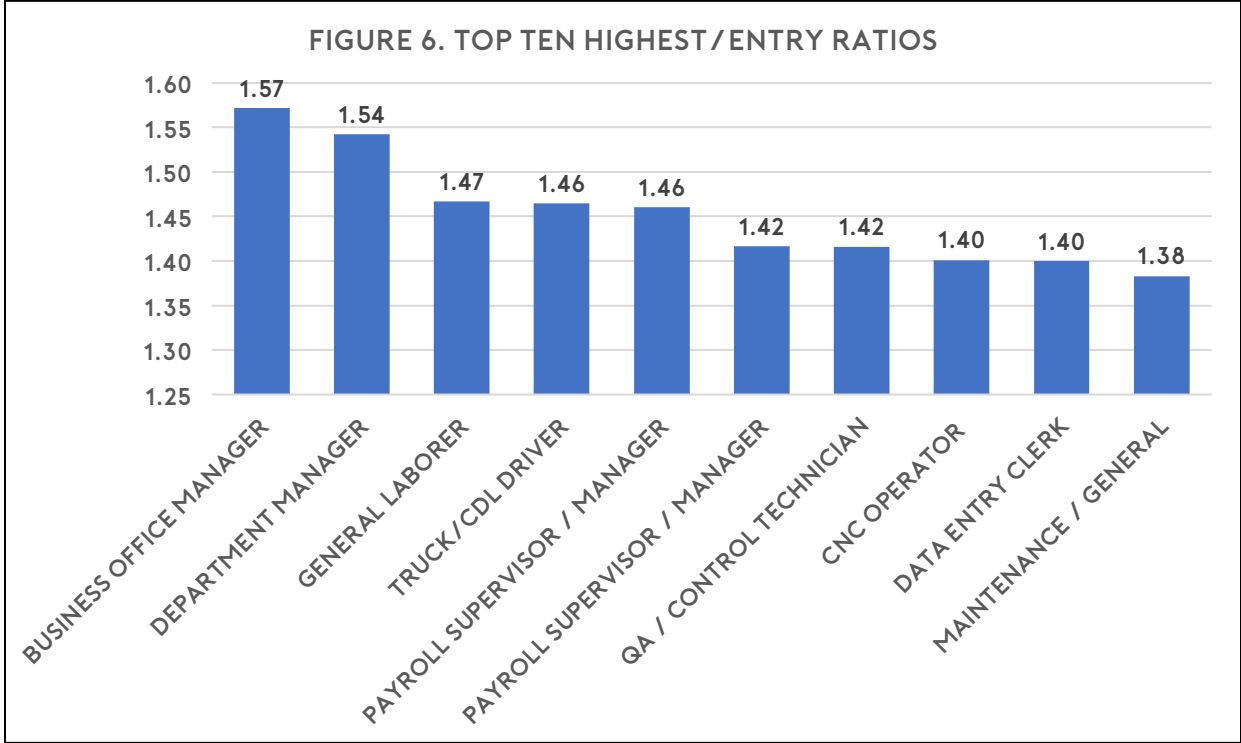
TABLE 5. TOP 5 HIGHEST/LOWEST – HIGHEST AVERAGE WAGES BY JOB

JOB	AVERAGE HIGHEST WAGE PER HOUR
GENERAL OPERATIONS / PLANT MANAGER	\$61.65
DEPARTMENT MANAGER	\$54.49
HUMAN RESOURCES DIRECTOR	\$49.44
CUSTOMER SERVICE MANAGER	\$45.99
CONTROLLER	\$45.58
ASSEMBLER	\$19.19
INVENTORY / STOCK CLERK	\$18.59
RECEPTIONIST	\$18.57
SHIPPING / RECEIVING CLERK	\$18.37
CUSTODIAL / JANITOR	\$15.76

Regarding differences between highest and actual entry wages, Figure 5 shows the top ten jobs with the largest difference between highest and entry wages. Business office managers had the largest difference--\$19.16—between the average highest wage (\$54.49 per hour) and the average actual entry wage (\$35.33 per hour) among all jobs analyzed.



Next, on Figure 6 we look at the top ten highest/entry wage ratios. Note that the business office manager had the highest ratio where an actual entry wage was 1.57 times lower than the average highest wage reported.



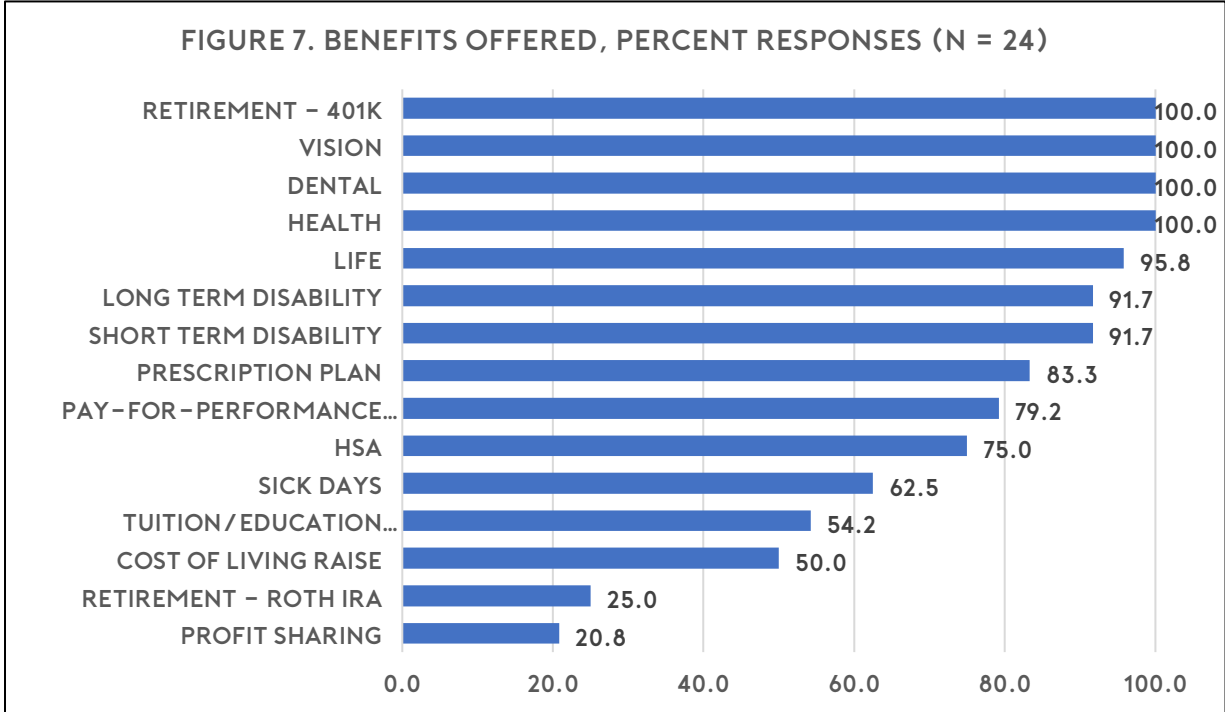
In summary, most respondents had between 50 and 99 full-time employees while 100% of respondents with part-time employees had less than 50 employees. In other words, the smaller the business the more likely it is to employ part-time workers. Production workers had the highest share of jobs reported with 57.8% followed by logistics/distribution with roughly one-quarter of jobs. Logistics/distribution jobs had the highest share of hourly workers (85.9%) compared to general operations management with 19.2% of hourly workers.

Overall, the average wages in the region were \$23.64 for the entry wage, \$26.89 for the average wage, and \$30.30 for the highest wage. Custodial/janitor jobs had the lowest average wages while general operations/plant manager had the highest. The top three jobs with the highest average highest wage were general operations/plant managers, department manager, and human resources director.

The largest difference between highest and actual entry wages and ratios was among business office managers where the highest average wage was \$19.16 higher compared to the average actual entry wage and the average highest wage was 1.57 higher than the average actual entry wage. On the other hand, the smallest difference between average highest and actual entry wages was for the custodial/janitors with \$1.80. The lowest highest/actual entry ratio was in the customer service manager.

BENEFITS

Survey participants were asked to report on multiple benefits offered shown in Figure 7. All survey participants offered retirement (401k), vision, dental, and health insurance. More than 90% offered life insurance and disability benefits. More than half of respondents offered prescription plans, pay-for-performance raises, a health savings account (HSA), sick days, a tuition/education reimbursement. Lastly, half, or less of respondents offered a cost-of-living raise, retirement (Roth IRA), and profit sharing. Also note that more than three-quarters of respondents did not offer benefits to part time employees (not shown).



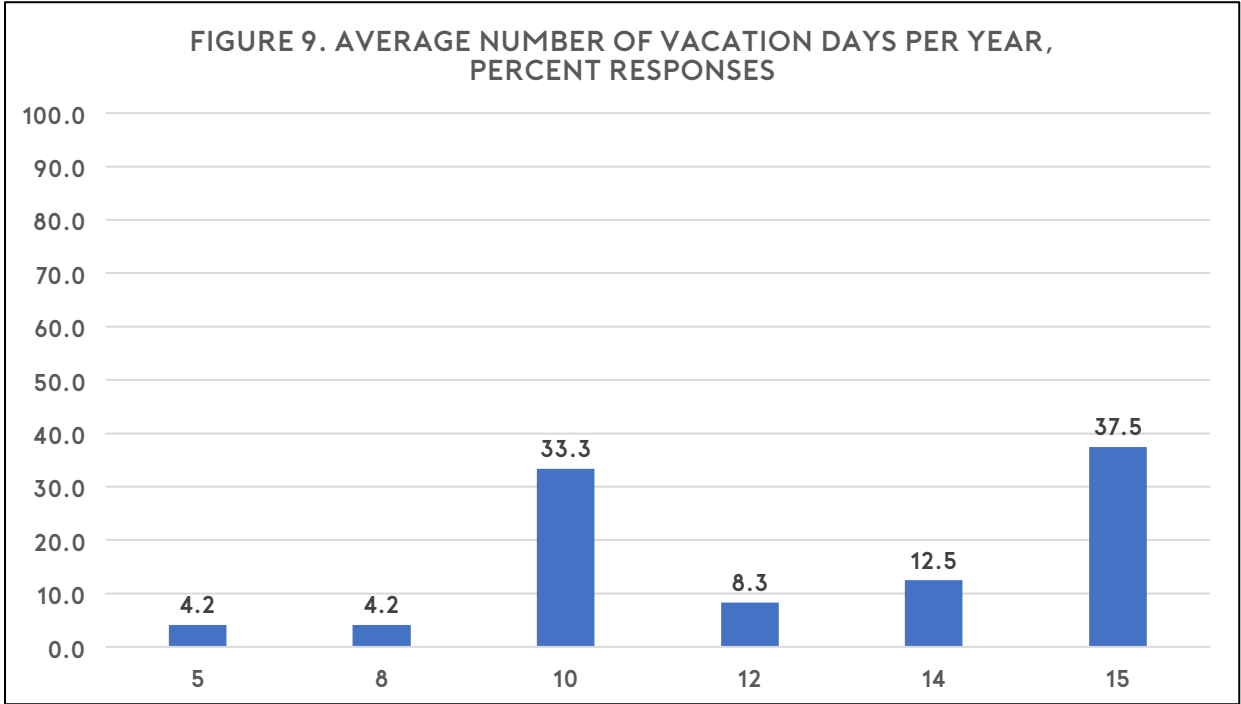
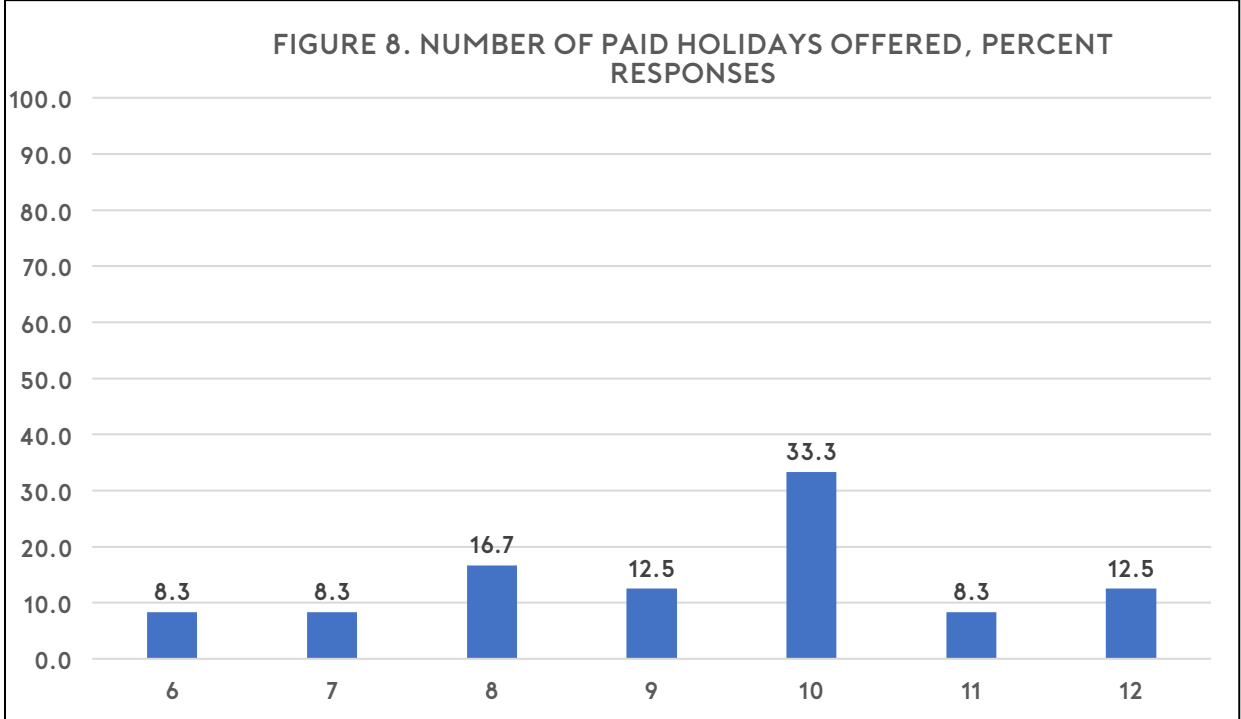
Regarding bonuses (not shown), two-thirds of respondents said they offer them to both salaried and hourly employees. Roughly 40% of respondents offers hourly employees eligible a bonus annually and half said company goals and/or profitability was the main criteria followed by close to 30% based on attendance.

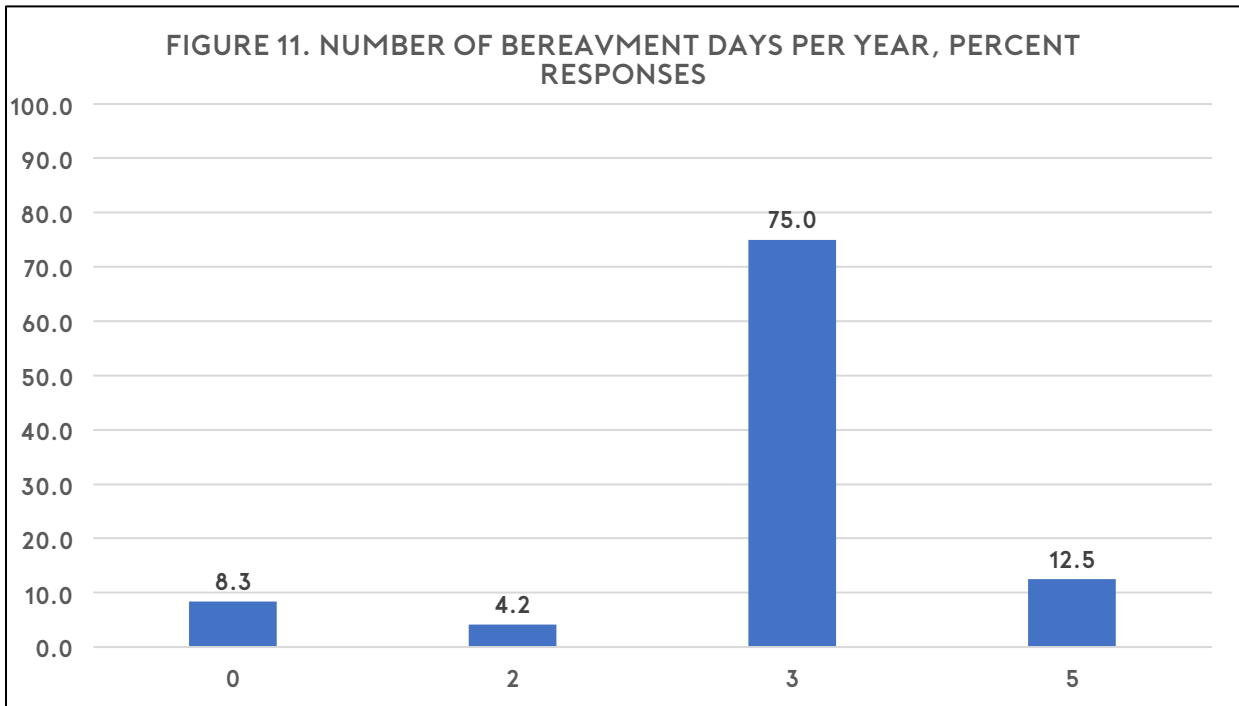
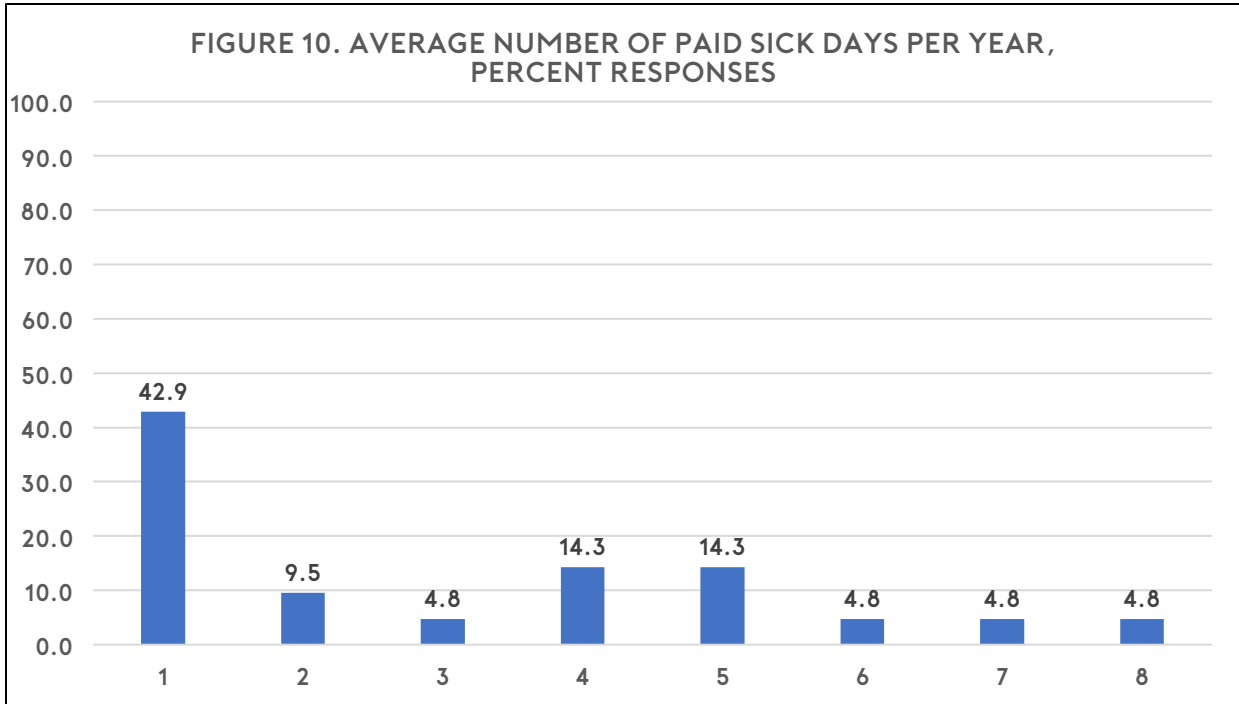
Table 6 shows the percent of responses offering different premium levels for health, dental, vision, and life insurance. More than half of respondents contributed less than 10% of premiums for health, dental, vision, and life insurance. At least one-fifth of respondents contributed 50% of premium for health, dental, and vision insurance.

TABLE 6. PERCENT RESPONSES CONTRIBUTIONS BY PREMIUM LEVEL

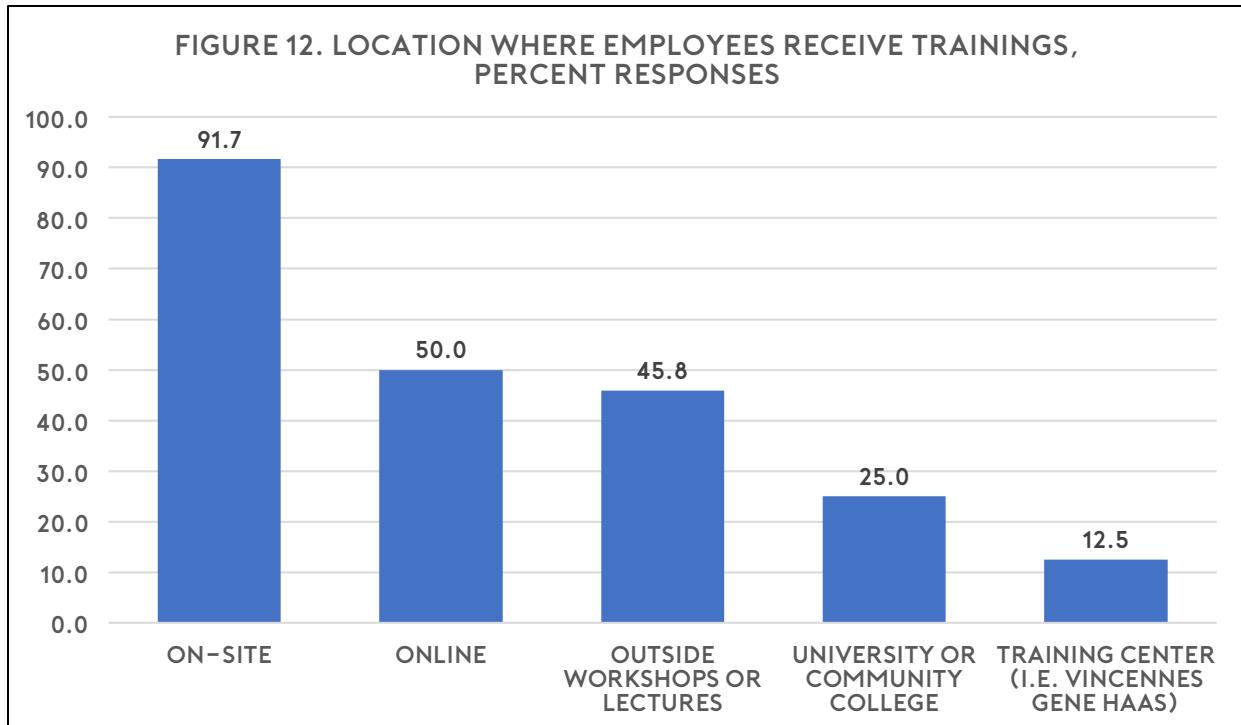
PREMIUM LEVEL	HEALTH	DENTAL	VISION	LIFE
<10% PREMIUM	54.2	54.2	62.5	83.3
25% OF PREMIUM	25.0	12.5	8.3	8.3
50% OF PREMIUM	20.8	25.0	20.8	8.3
75% OF PREMIUM	0.0	8.3	8.3	0.0

Figures 8-11 show the number of paid holidays, vacation, sick, and bereavement days offered. A little more than one-third of respondents offered 10 paid holidays per year while 37.5% of respondents offered on average 15 days of vacation per year. Regarding paid sick days, almost 43% offered only one paid sick day per year while three-quarters of respondents offered three bereavement days per year.





Recall that close to 55% of respondents offered tuition/education reimbursement as a benefit (see Figure 7). On the other hand, Figure 12 shows the locations where respondent employees received their training. Notice how more than 90% reported on-site training while half responded online training. About one-quarter received their training at a university or community college and 12.5% in training centers.



Lastly, respondents offered many other benefits. Figure 13 shows the percent of responses offering multiple benefits ranging from referral bonuses to informal recognition programs to childcare subsidies to scholarships. More than 90% offered holiday gift/parties while one-quarter offered fitness club or YMCA discounts/subsidies, among others.

