



ECONOMIC DEVELOPMENT CORPORATION

**2022**  
**WAGE & BENEFIT ANALYSIS**

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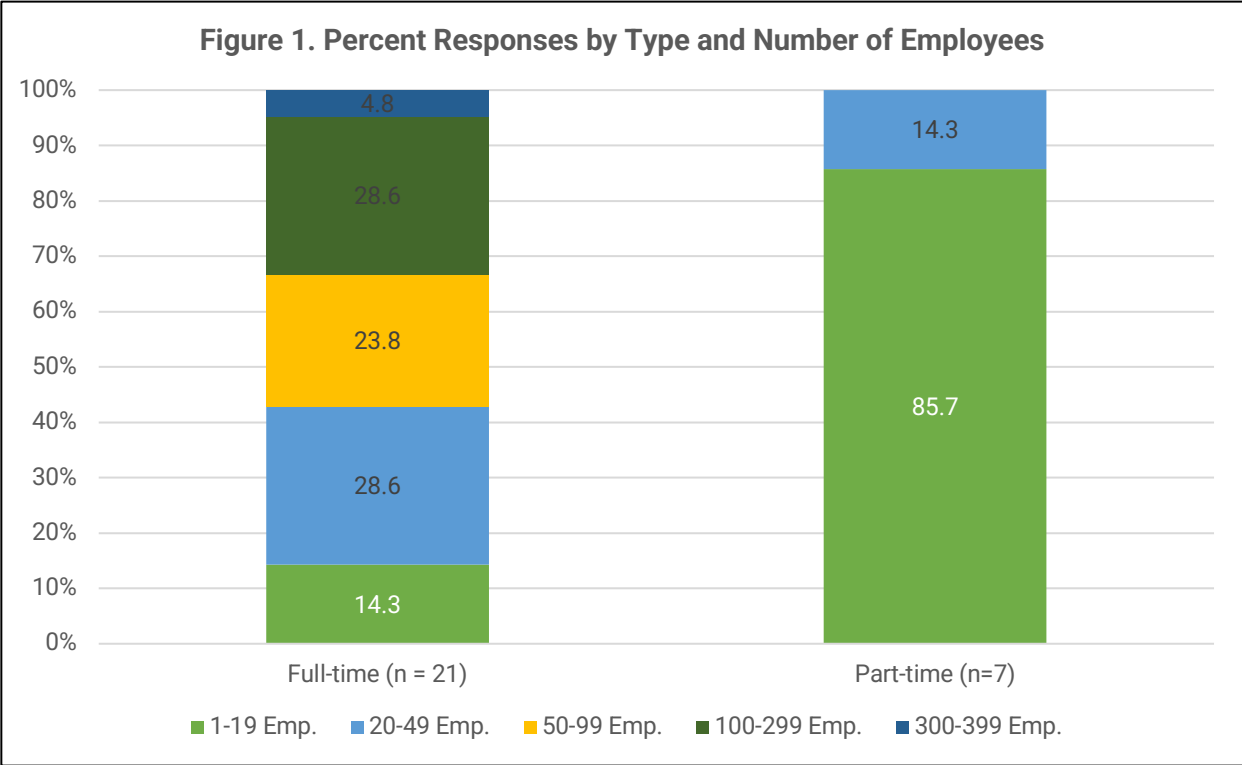
**SURVEY METHODOLOGY**

The Boone County Economic Development Corporation conducted a wage and benefit online survey among businesses in their region. The survey gathered data from January 19<sup>th</sup> through February 14<sup>th</sup> 2022 resulting in 23 valid responses.

The survey included questions regarding the total number of employees as well as the number of hourly and salaried workers, actual 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**

A total of 23 valid responses were received from businesses in Boone County. Manufacturing and logistics/distribution industries business were targeted. Roughly 52% of respondents were manufacturing versus 47.8% in logistics/distribution (not shown). Figure 1 shows the percent responses by type and number of employees. Regarding those with full-time employees, about 14% had between 1 and 19 employees compared to 4.8% that had between 300-399 employees. More than half of respondents with full-time employees had less than 100 employees. On the other hand, close to 86% of respondents with part-time employees had between 1-19 employees while 14.3% had between 20 and 49 employees. Lastly, three-quarters of respondents said they did not have logistics/distribution jobs at their facility (not shown).



**EMPLOYEE ANALYSIS**

A total of 3,061 jobs were reported by 23 businesses across 6 job groups. Figure 2 shows the percent of total employees by job group. A little more than 40% were employed in the manufacturing/production job group followed by almost 40% in the logistics/distribution job group. All other job groups accounted for a little more than 16% of jobs reported.

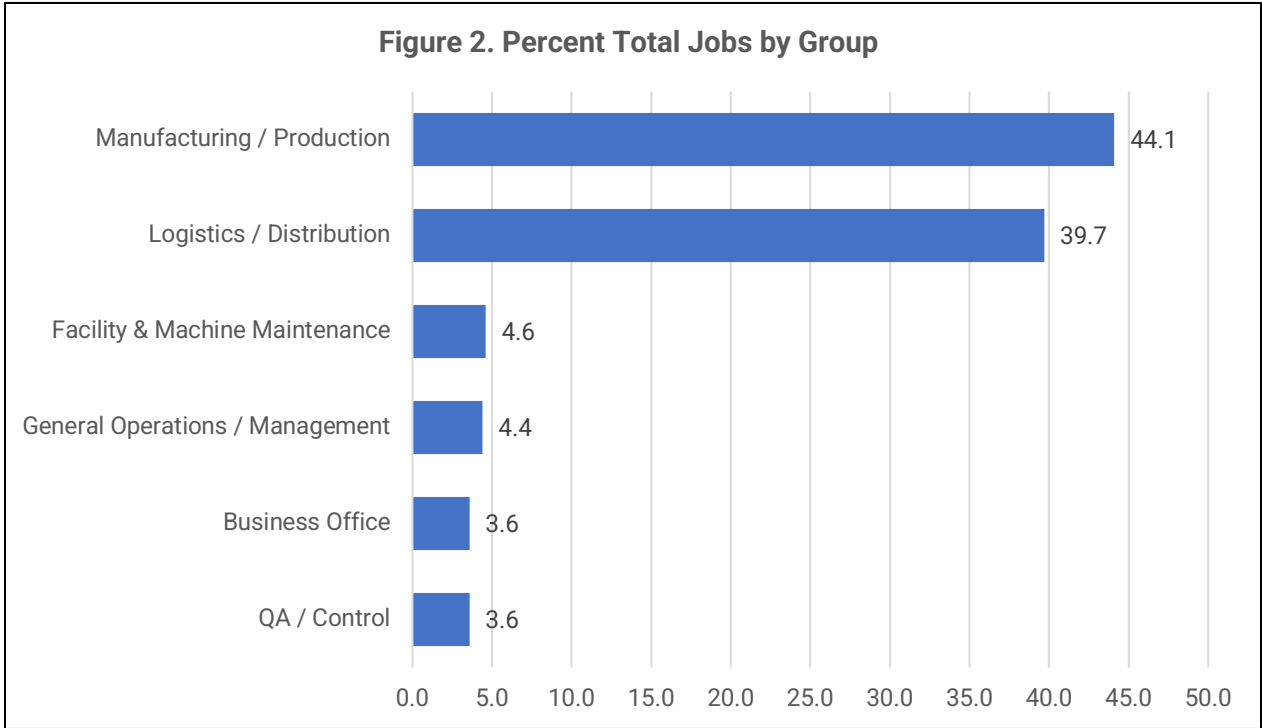
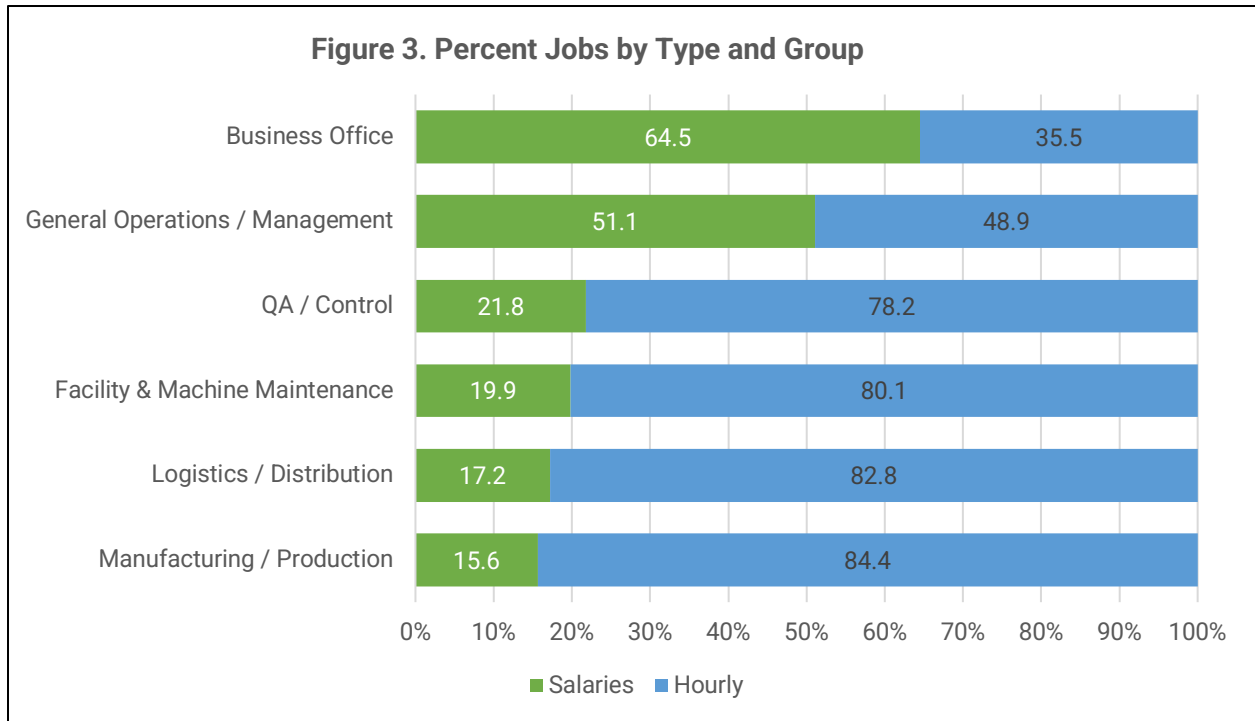


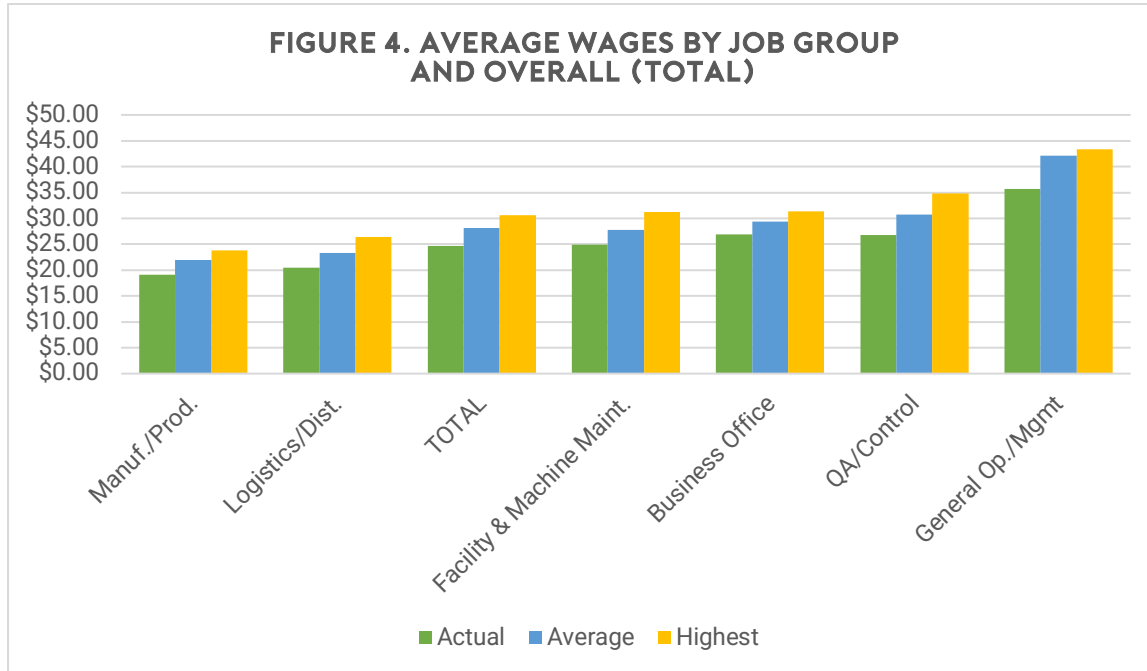
Figure 3 shows the percent of employees by type within each job group. The job group with the highest share of hourly employees were those in manufacturing/production with 84.4% followed by logistics/distribution with 82.8% hourly. Business office jobs had the highest share of salaried workers with 64.5% followed by general operation/management.



**WAGE ANALYSIS**

Overall, the average hourly wages reported by the respondents was \$27.83 across actual, average, and highest (not shown). The average actual entry wage was \$24.69 while the average wage was \$28.14, and the average highest was \$30.65 (see Figure 4 or bottom of Table 1). Regarding wages by job groups, Figure 4 shows the average wages (actual entry, average, and highest) among the job groups analyzed sorted from lowest to highest based on the average highest wage reported (gray bar).

Manufacturing/production had the lowest average highest wage at \$23.82 followed by logistics/distribution with \$26.40. At the other end, the general operations/management had the highest average highest wage at \$43.42 followed by QA/control with \$34.84. Regarding actual wages, manufacturing/production also had the lowest average actual wage with \$19.10 followed by logistics/distribution with \$20.46.



However, differences exist between jobs and job groups as shown in Table 1 (jobs with an asterisk had less than three responses). Table 1 shows the average actual, 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. Since 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
<b>Manufacturing/Production</b>	<b>\$19.32</b>	<b>\$22.00</b>	<b>\$23.82</b>
Production Supervisor / Manager	\$35.14	\$37.94	\$44.58
Production / Team Lead - non management	\$24.18	\$25.66	\$26.39
Assembler	\$15.79	\$20.18	\$19.83
Production Line Worker	\$18.07	\$21.25	\$23.50
CNC Operator*	\$19.00	\$21.00	\$23.00
Machine Operator	\$18.54	\$21.65	\$24.05
Fabricator / Welder	\$20.29	\$22.64	\$24.31
Tool & Die Maker*	\$22.30	\$26.57	\$32.59
Forklift / Truck Operator	\$19.19	\$20.86	\$22.04
Inventory / Stock Clerk*	\$16.51	\$18.24	\$18.68
<b>Logistics/Distribution</b>	<b>\$20.46</b>	<b>\$23.34</b>	<b>\$26.40</b>
Warehouse Supervisor	\$29.86	\$35.29	\$44.48
Warehouse Team Lead - non management	\$19.44	\$21.79	\$23.82
Picker / Packer	\$16.50	\$17.97	\$20.62
Material Handler	\$16.97	\$18.34	\$20.87
Forklift / Truck Operator	\$18.13	\$19.53	\$21.85

Shipping / Receiving Clerk	\$17.98	\$19.40	\$21.65
Truck / CDL Driver*	\$24.38	\$31.03	\$31.53
<b>Job Group</b>	<b>Actual Entry Wage</b>	<b>Average Wage</b>	<b>Highest Wage</b>
<b>Facility &amp; Machine Maintenance</b>	<b>\$24.96</b>	<b>\$27.81</b>	<b>\$31.20</b>
Industrial Maintenance Technician	\$26.33	\$29.84	\$32.24
Electrician	\$31.37	\$33.07	\$34.82
Mechanic*	\$20.53	\$24.25	\$30.55
Maintenance / General	\$21.61	\$24.10	\$27.18
<b>QA / Control</b>	<b>\$26.83</b>	<b>\$30.70</b>	<b>\$34.84</b>
QA / Control Manager	\$33.71	\$38.91	\$45.05
QA / Control Associate	\$19.95	\$22.48	\$24.62
<b>General Operations / Management</b>	<b>\$35.70</b>	<b>\$42.16</b>	<b>\$43.42</b>
General Operations / Plant Manager	\$53.23	\$62.26	\$66.02
Manager, Assistant/Shift	\$35.42	\$39.74	\$40.11
Department Manager	\$34.54	\$41.22	\$45.27
Customer Service Manager	\$34.90	\$44.57	\$40.17
Customer Service Representative	\$20.39	\$23.01	\$25.55
<b>Business Office</b>	<b>\$26.95</b>	<b>\$29.43</b>	<b>\$31.40</b>
Human Resources Director	\$41.83	\$47.58	\$48.37
Human Resources Specialist	\$27.60	\$30.65	\$33.49
Administrative Assistant	\$19.42	\$20.15	\$21.60
Receptionist	\$18.95	\$19.33	\$22.13
<b>TOTAL</b>	<b>\$24.69</b>	<b>\$28.14</b>	<b>\$30.65</b>

Table 2 looks at the lowest and highest averages across all three types of wages: actual, 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	Assembler \$15.79	Picker / Packer \$17.97	Inventory / Store Clerk* \$18.68
Highest	General Operations/Manager \$53.23	General Operations/Manager \$62.26	General Operations/Manager \$66.02

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

<b>Job</b>	<b>Average Actual Entry Wage per Hour</b>
General Operations / Plant Manager	\$53.23
Human Resources Director	\$41.83
Manager, Assistant/Shift	\$35.42
Production Supervisor / Manager	\$35.14
Customer Service Manager	\$34.90
Forklift / Truck Operator	\$17.27
Material Handler	\$16.97
Inventory / Stock Clerk*	\$16.51
Picker / Packer	\$16.50
Assembler	\$15.79

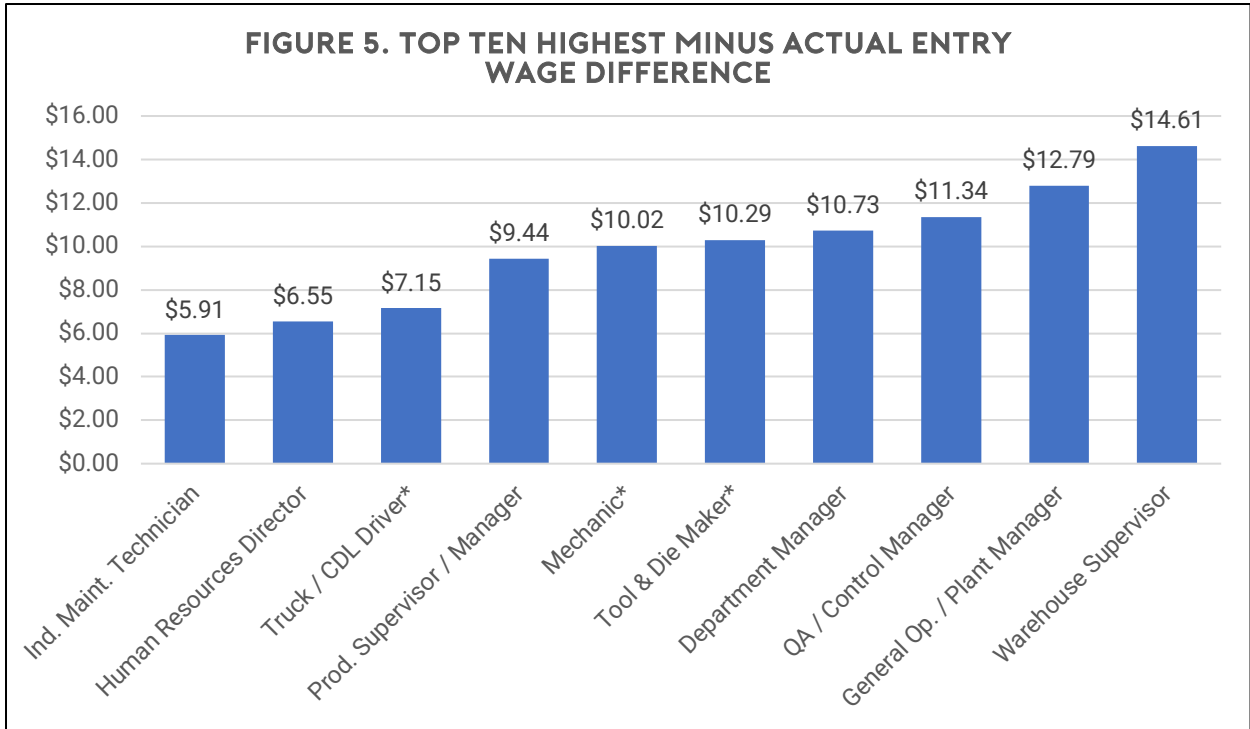
Table 4. Top 5 Highest/Lowest - Average Wages by Job

<b>Job</b>	<b>Average Wage per Hour</b>
General Operations / Plant Manager	\$62.26
Human Resources Director	\$47.58
Customer Service Manager	\$44.57
General Operations / Management	\$42.16
Department Manager	\$41.22
Shipping / Receiving Clerk	\$19.40
Receptionist	\$19.33
Material Handler	\$18.34
Inventory / Stock Clerk*	\$18.24
Picker / Packer	\$17.97

Table 5. Top 5 Highest/Lowest - Highest Average Wages by Job

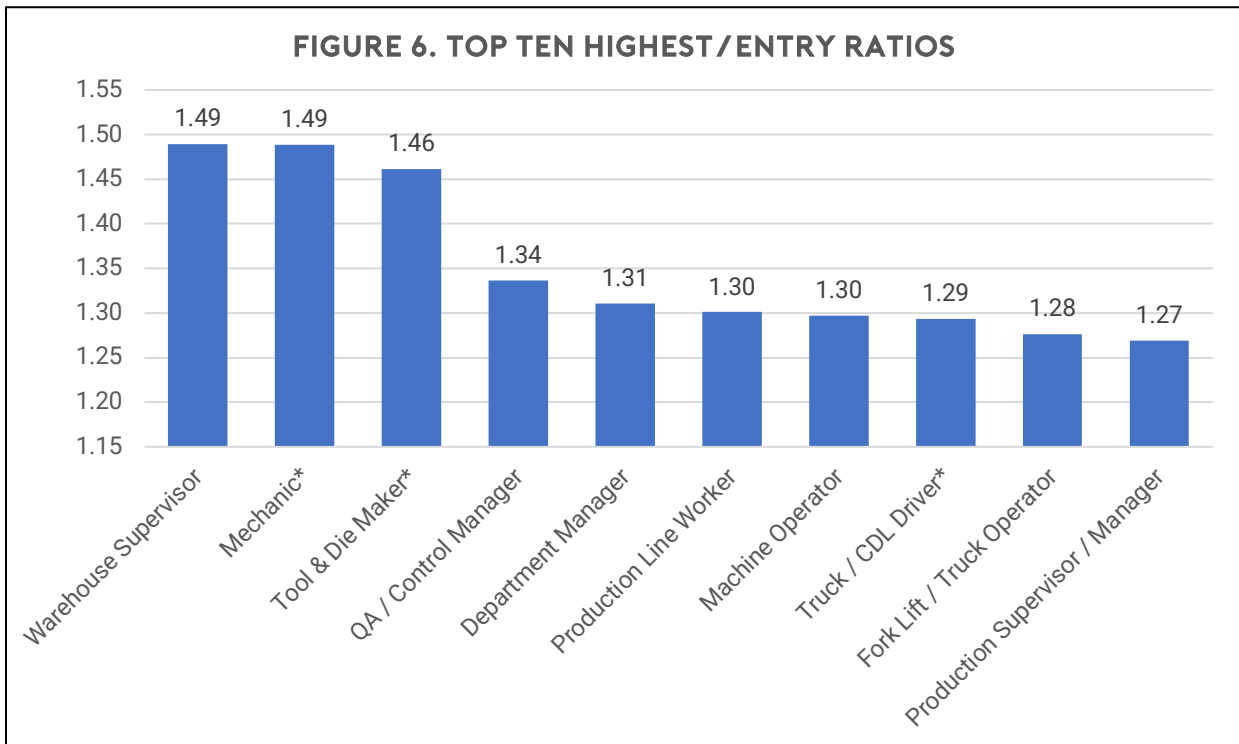
<b>Job</b>	<b>Average Highest Wage per Hour</b>
General Operations / Plant Manager	\$66.02
Human Resources Director	\$48.37
Department Manager	\$45.27
QA / Control Manager	\$45.05
Production Supervisor / Manager	\$44.58
Administrative Assistant	\$21.60
Material Handler	\$20.87
Picker / Packer	\$20.62
Assembler	\$19.83
Inventory / Stock Clerk*	\$18.68

Regarding differences between average highest and actual entry wages, Figure 5 shows the top ten jobs with the largest difference between highest and entry wages. Warehouse supervisors had the largest difference (\$14.61) between the average highest wage and the average actual entry wage among all jobs analyzed.



Note: \* less than 3 responses

Next, on Figure 6 we look at the top ten highest/entry wage ratios. Warehouse supervisors and mechanics had the highest ratio where the average highest wage was 1.49 times higher than the average actual entry wage reported.



Note: \* less than 3 responses



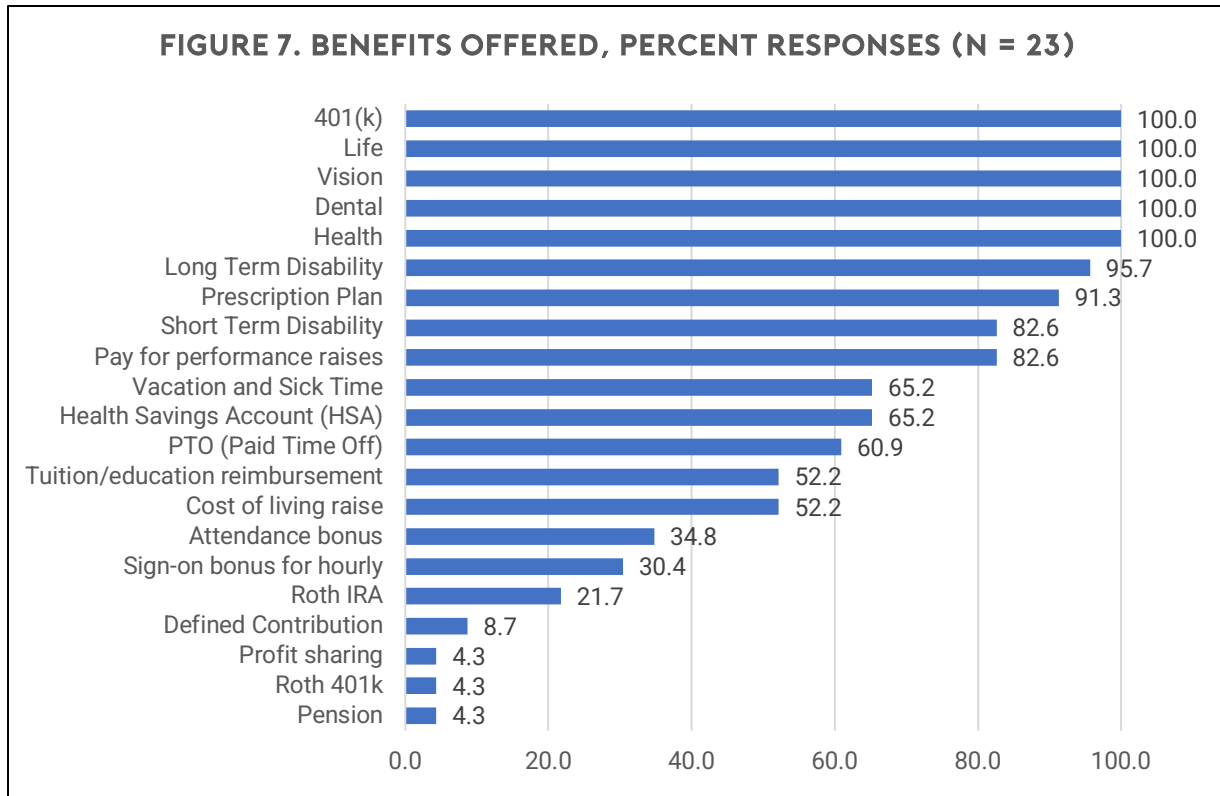
In summary, more than half of respondents with full-time employees had less than 100 employees while all respondents with part-time employees had less than 50 employees. In other words, the smaller the business the more likely it is to employ part-time workers. Production workers had the highest share of jobs reported with 44.1% followed by logistics/distribution with 39.7% of jobs. Manufacturing/production jobs had the highest share of hourly workers (84.4%) compared to business office with 35.5% of hourly workers.

Overall, the average wages in the region were \$24.69 for the entry wage, \$28.14 for the average wage, and \$30.65 for the highest wage. Picker/packer 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, human resources director, and department manager.

The largest difference between highest and actual entry wages and ratios was among warehouse supervisors. On the other hand, the smallest difference between average highest and actual entry wages was for the inventory/stock clerk (not shown). The lowest highest/actual entry ratio was in the production/team leader – non management job.

## **BENEFITS**

Survey participants were asked to report on multiple benefits offered shown in Figure 7. All survey participants offered retirement (401k), life, vision, dental, and health insurance. More than 90% offered life insurance and disability benefits. More than half of respondents offered long term disability and prescription plans. More than half offered cost of living raise, tuition/education reimbursement, paid time off, health saving account, vacation and sick time, pay for performance raises, and short term disability. Less than half offered attendance bonus, sign-on bonus for hourly, Roth IRA, defined contribution for retirement, profit sharing, Roth 401k, and pensions.



Regarding bonus criteria for hourly employees, 35% of respondents offered these based on attendance, safety & productivity, and work ethic while 30% offered solely on attendance and 20% solely on safety & productivity. More than half of respondents (57.1%) reported offering these hourly employee bonuses annually.

Table 6 shows the percent of responses offering different premium levels for health, dental, vision, and life insurance. More than half of respondents contributed more than 75% of premiums for health and life. About 43% of respondents contributed more than 75% of premiums for dental and vision.

Table 6. Percent responses contributions by premium level

Premium Level	Health	Dental	Vision	Life
<10% premium	4.3	17.4	21.7	8.7
25% of premium	13.0	13.0	4.3	4.3
50% of premium	26.1	17.4	17.4	4.3
>75% of premium	52.2	43.5	43.5	78.3

Note: does not include N/A responses

Figure 8 shows the average number of paid days off per year by type. On average, 16 days per year were offered for personal time off followed by 10 for both paid vacation and paid holidays. All in all, there were an average of 42 paid days offered.

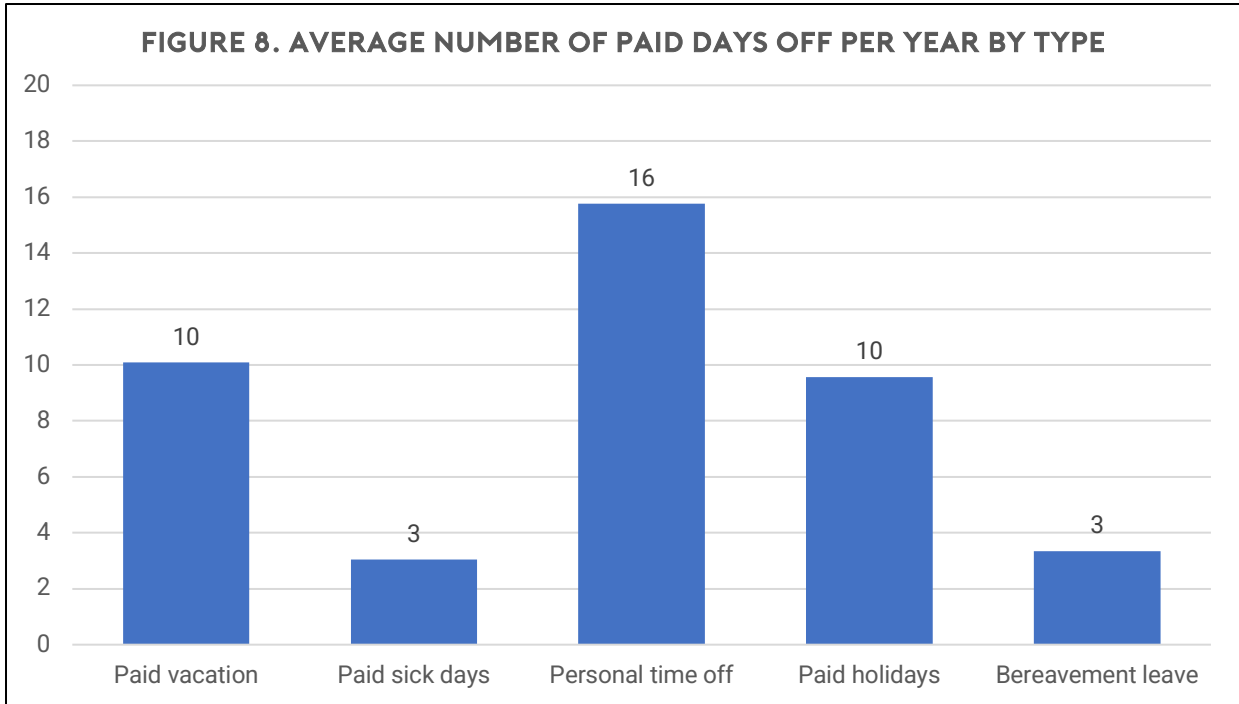


Figure 9 shows the locations where respondent employees received their training. All respondents reported conducting on-site training while close to 61% reported online training. Close to 44% reported receiving training through outside workshops or lectures. A little more than one-quarter received their training at a university or community college or in training centers.

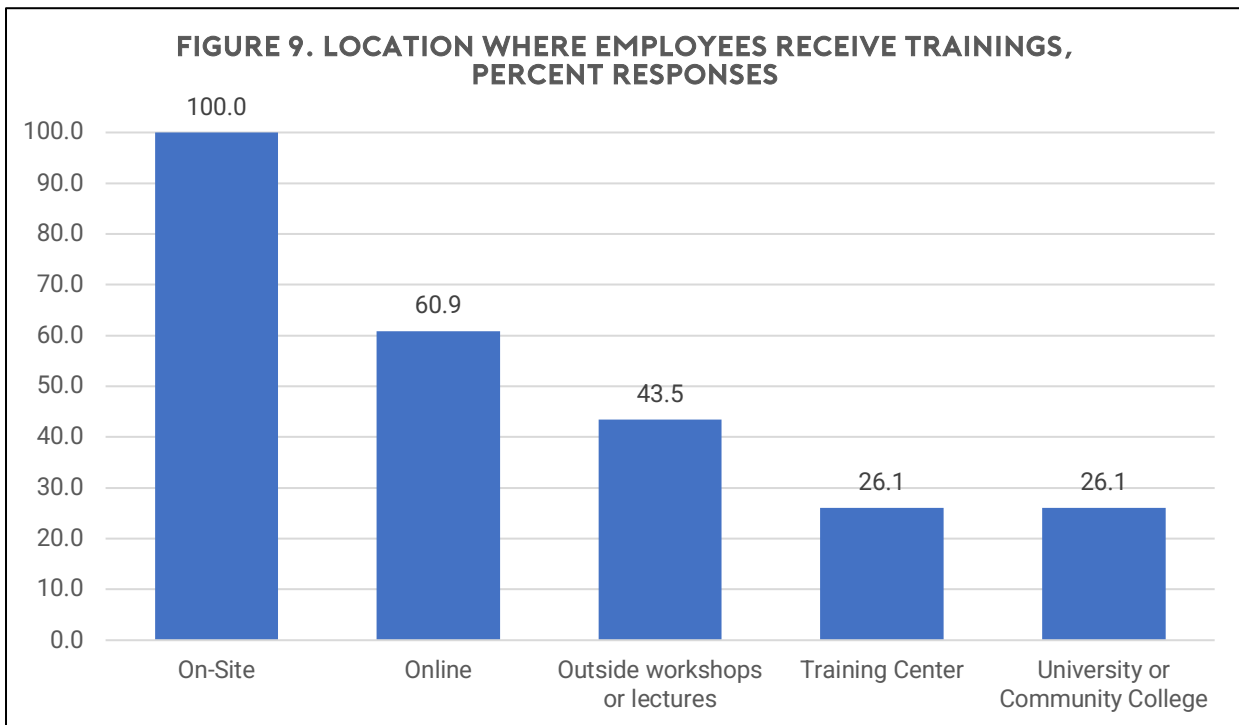
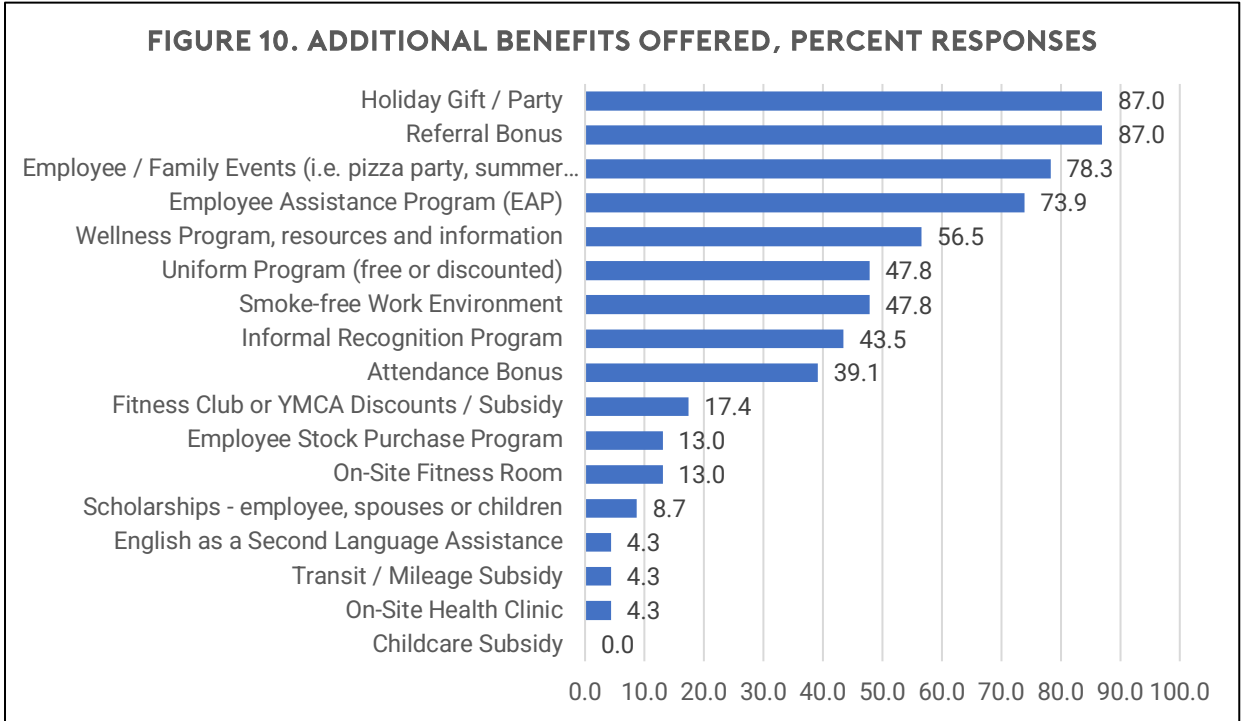
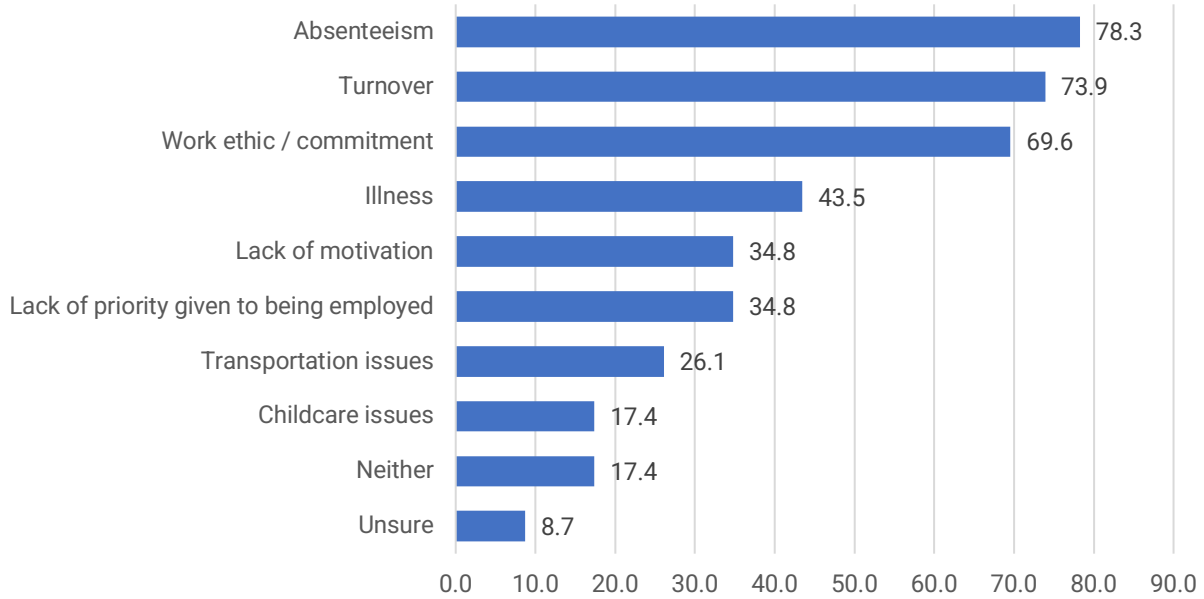


Figure 10 shows the percent of responses offering multiple benefits in addition to those discussed ranging from referral bonuses to informal recognition programs to childcare subsidies to scholarships. More than 90% offered holiday gift/parties while one-quarter offered fitness club or YMCA discounts/subsidies, among others. Note that none of the survey participants offered childcare subsidies while less than 5% offered transit/mileage subsidy.



Survey also asked about issues experienced by the company. Figure 11 shows that absenteeism was reported by more than three-quarters of respondents followed by turn over and work ethic/commitment. Less than one-fifth reported having childcare issues.

**FIGURE 11. DOES YOUR COMPANY EXPERIENCE ISSUES WITH, PERCENT RESPONSES**



Related to issues experienced by the company, survey also asked about the biggest contributor to turn over. Figure 12 shows that attendance/punctuality was reported by more than half of respondents followed by job abandonment.

**FIGURE 12. BIGGEST CONTRIBUTOR TO TURNOVER, PERCENT RESPONSES**

