

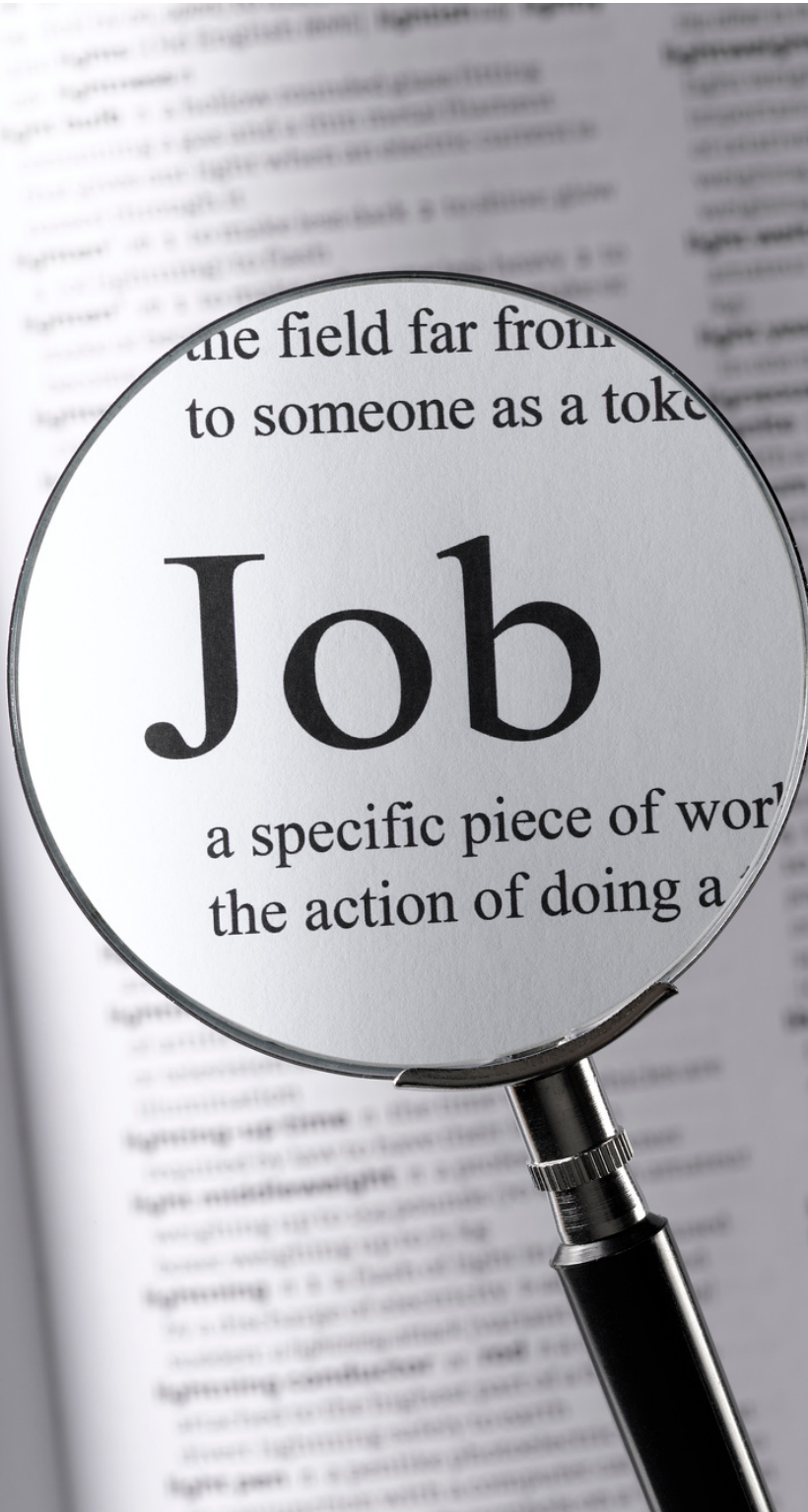
2023

Employment

# BOONE COUNTY Wage & Benefit Study Report

Manufacturing & Logistics / Distribution Industries

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## A word from our executive director

This wage and benefits study, also known as a compensation analysis or salary survey, serves the purpose of helping manufacturing and logistics employers establish competitive and fair compensation packages for their employees. By comparing their wages and benefits with industry and regional standards, companies can ensure that they attract and retain skilled staff. These studies provide crucial data for creating appropriate salary structures, budget planning, and legal compliance. Additionally, they act as negotiation tools for job seekers and existing employees, offering insights into market rates and promoting fairness within the organization. Ultimately, wage and benefits studies enable companies to optimize their resources, maintain legal compliance, and foster a motivated and satisfied workforce.

We proudly partnered with Purdue University's Center for Regional Development and Roberto Gallardo, Ph.D. to curate this 2023's Boone County Wage and Benefits Study. We thank them for compiling this information to share with you.

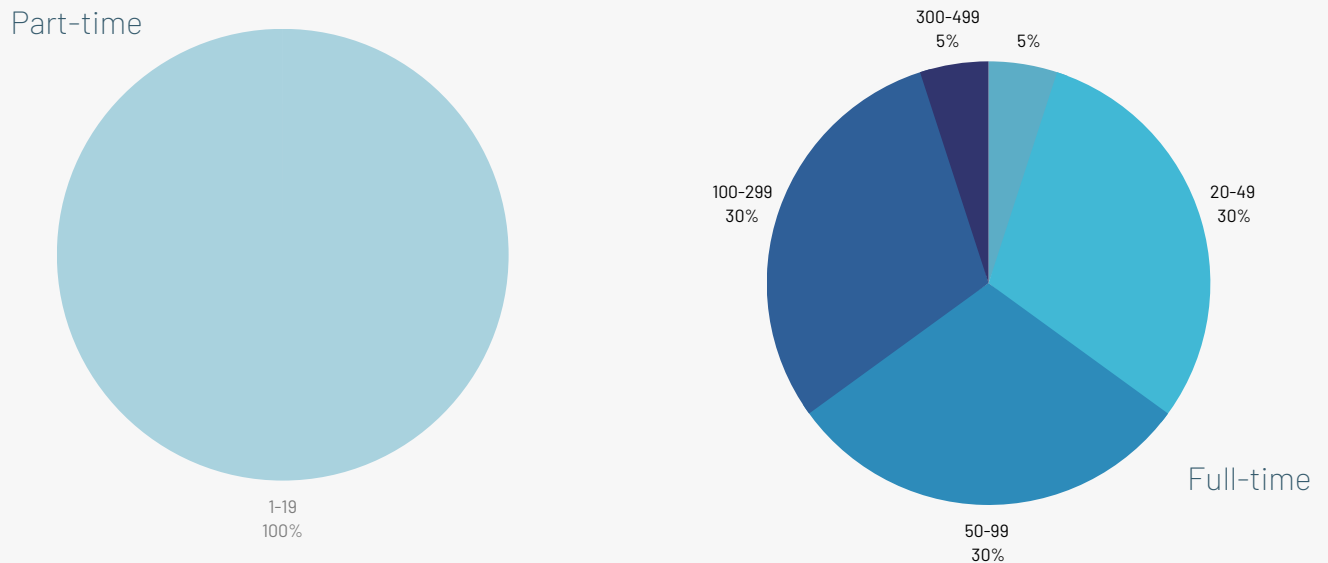


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**Figure 1. Percent Responses by Number of Employees & Type**

## SURVEY METHODOLOGY

The Boone County Economic Development Corporation conducted a wage and benefit online survey among manufacturing and logistics/distribution businesses. The data was gathered mostly in January of 2023 (some responses were gathered in February) resulting in 20 valid responses.

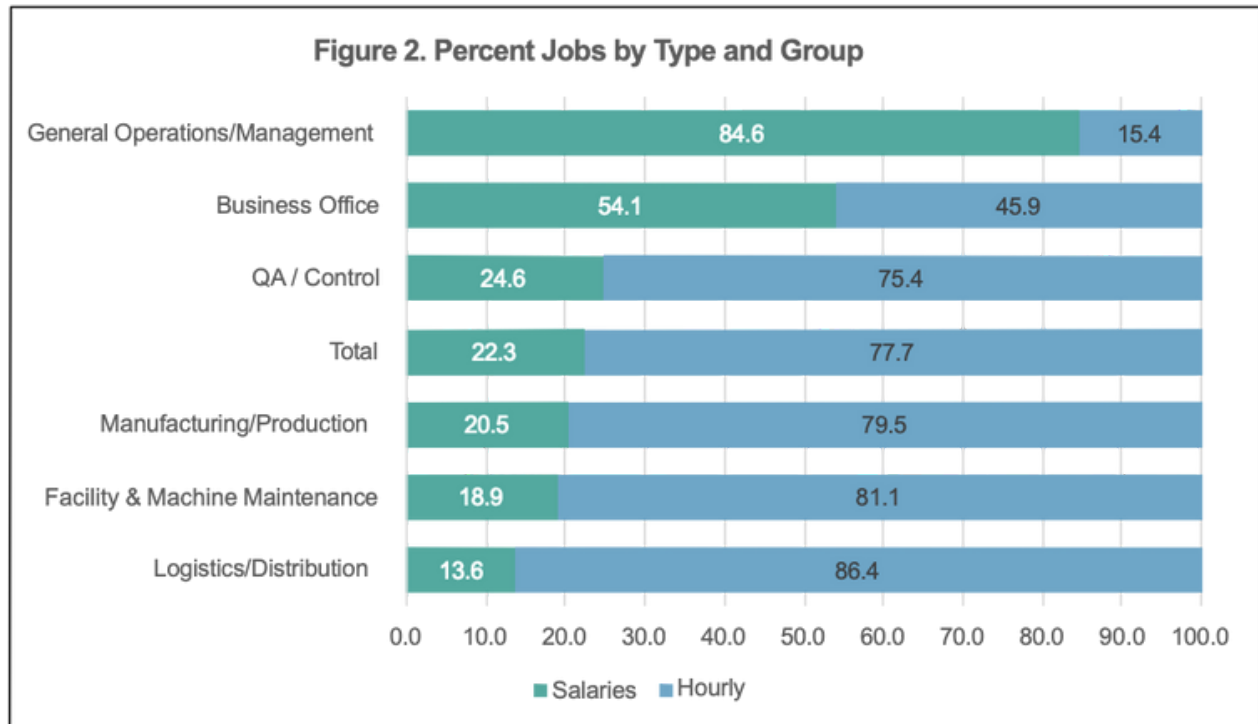
The survey included questions regarding the total number of employees as well as the number of hourly and salaried workers, actual entry, average, and highest wages for 44 different jobs grouped into six major categories. Types of benefits offered were also included in the survey including but not limited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

## OVERVIEW OF RESPONSES

A total of 20 valid responses were received from businesses in Boone County. Roughly 40% of respondents were manufacturing versus 60% in logistics/distribution (not shown). Figure 1 shows the percent responses by type and number of employees.

Regarding those with full-time employees, 5% had between 1 and 19 employees or 300-499 employees.

Close to two-thirds of respondents with full-time employees had less than 100 employees. On the other hand, all respondents with part-time employees had between 1-19 employees. Lastly, close to 86% of respondents said they did not have logistics/distribution jobs at their facility (not shown).



## EMPLOYEE ANALYSIS

A total of 2,127 jobs were reported by 20 businesses across six job groups. Figure 2, shows the percentage of employees by type and job group. More than half of total jobs reported by respondents were in the logistics/distribution job group (not shown). Slightly more than one-fifth of total jobs reported by respondents were salaried compared to 77% hourly. General operation/management had the highest share of salaried jobs with close to 85% compared to 15% hourly while logistics/distribution had the highest share of hourly jobs with 86% compared to close to 14% salaried.

# WAGE ANALYSIS



Overall, the average hourly wages reported by the respondents was \$29.53 across actual entry, average, and highest (not shown). The average actual entry wage was \$25.49 while the average wage was \$29.99, and the average highest was \$33.12 (see Figure 3 or bottom of Table 1).

Regarding wages by job groups, Figure 3 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).

Logistics/distribution had the lowest average highest wage at \$24.66 followed closely by manufacturing/production with \$24.86. At the other end, the general operations/management had the highest average highest wage at \$49.75 followed by facility & machine maintenance with \$35.41. Regarding actual entry wages, logistics/distribution had the lowest average entry wage with \$21.33 followed by manufacturing/production with \$23.33.

## \$29.99

Average Hourly Median Wage

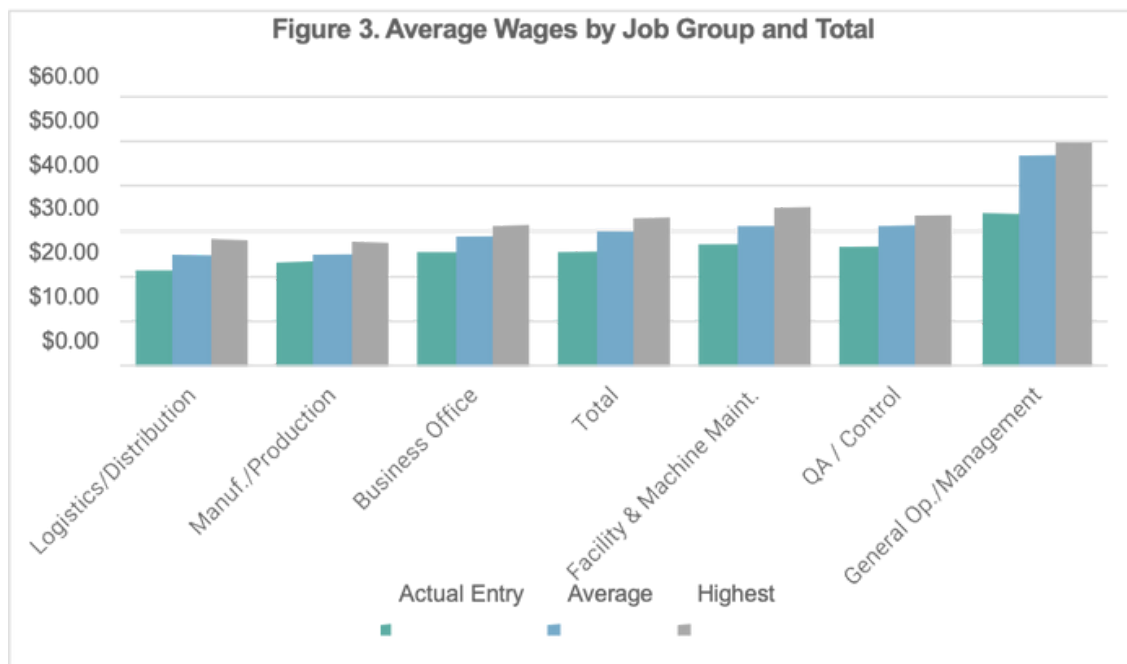
- up 66% from 2019

The national average is  
\$29.06

## \$25.49

Average Hourly Entry Wage

The average high hourly wage is \$33.12



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 entry, average, and highest wages per job group and specific jobs. Number of responses per job are not included to protect the confidentiality of the respondents given the small number of responses. 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
<b>MANUFACTURING/PRODUCTION</b>	<b>\$23.33</b>	<b>\$24.86</b>	<b>\$27.48</b>
Production Supervisor / Manager	\$32.86	\$38.10	\$43.30
Production/Team Lead - non management	\$26.00	\$30.58	\$29.02
Assembler	\$18.30	\$19.65	\$23.86
Production Line Worker	\$18.83	\$21.75	\$27.08
CNC Operator*	\$22.00	\$22.33	\$26.00
Machine Operator*	\$25.50	\$23.50	\$26.50
Fabricator/Welder	\$22.25	\$21.97	\$26.03
Tool & Die Maker*	\$25.00	\$27.80	---
Forklift/Truck Operator	\$22.02	\$23.02	\$24.02



## Table 1. Continued

JOB GROUP	ACTUAL ENTRY WAGE	AVERAGE WAGE	HIGHEST WAGE
<b>LOGISTICS/DISTRIBUTION</b>	<b>\$21.33</b>	<b>\$24.66</b>	<b>\$28.01</b>
Warehouse Supervisor	\$29.21	\$34.97	\$40.96
Warehouse Team Lead - non management	\$21.23	\$25.01	\$26.59
Picker/Packer	\$18.47	\$20.67	\$23.12
Material Handler	\$18.08	\$20.23	\$22.38
Forklift/Truck Operator	\$19.04	\$21.20	\$22.90
Shipping/Receiving Clerk	\$18.99	\$21.83	\$24.42
Truck/CDL Driver	\$24.25	\$28.75	\$35.67
<b>FACILITY &amp; MACHINE MAINTENANCE</b>	<b>\$27.20</b>	<b>\$31.24</b>	<b>\$35.41</b>
Industrial Maintenance Technician	\$27.83	\$31.60	\$35.20
Electrician*	\$38.56	\$38.56	\$38.56
Mechanic*	\$20.00	\$28.63	\$37.60
Maintenance/General	\$22.42	\$26.19	\$30.27

## Table 1. Continued

JOB GROUP	ACTUAL ENTRY WAGE	AVERAGE WAGE	HIGHEST WAGE
<b>QA/CONTROL</b>	<b>\$26.65</b>	<b>\$31.36</b>	<b>\$33.61</b>
QA/Control Manager	\$32.94	\$40.72	\$43.41
QA/Control Associate	\$20.36	\$22.00	\$23.81
<b>GENERAL OPERATIONS/MANAGEMENT</b>	<b>\$33.87</b>	<b>\$46.98</b>	<b>\$49.75</b>
General Operations / Plant Manager	\$46.75	\$66.21	\$72.25
Manager, Assistant/Shift	\$34.28	\$37.48	\$44.78
Department Manager	\$35.78	\$44.35	\$57.87
Customer Service Manager	\$32.48	\$63.84	\$45.71
Customer Service Representative	\$20.04	\$23.01	\$28.15
<b>BUSINESS OFFICE</b>	<b>\$25.38</b>	<b>\$28.95</b>	<b>\$31.41</b>
Human Resources Director	\$39.40	\$43.76	\$45.69
Human Resources Specialist	\$22.32	\$25.98	\$30.34
Administrative Assistant	\$20.20	\$24.34	\$25.56
Receptionist	\$19.59	\$21.74	\$24.03
<b>TOTAL</b>	<b>\$25.49</b>	<b>\$29.99</b>	<b>\$33.12</b>

# Table 2. Lowest and Highest Average Wages

AVERAGE WAGES	ACTUAL ENTRY	AVERAGE	HIGHEST
Lowest	Material Handler \$18.08	Assembler \$19.65	Inventory/Store Clerk \$21.54
Highest	General Operations/Manager \$46.75	General Operations/Manager \$66.21	General Operations/Manager \$72.25

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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) varied from material handler (actual entry) to assembler (average) to inventory/store clerk (highest). On the other hand, general operations/manager had the highest across all three categories.

\$19.65

Lowest Average:  
Assembler

\$66.21

Highest Average: General  
Operations/ Manager

Tables 3-5 show the top five highest and top five lowest averages for actual entry, average, and highest wages. General operations / plant manager consistently appears as the highest average wage across actual entry, average, and highest wages.

### Table 3. Top Five Highest/Lowest – Actual Entry Average Wages by Job

JOB	AVERAGE ACTUAL ENTRY WAGE PER HOUR
General Operations/Plant Manager	\$46.75
Human Resources Director	\$39.40
Electrician*	\$38.56
Department Manager	\$35.78
Manager, Assistant/Shift	\$34.28
Shipping/Receiving Clerk	\$18.99
Production Line Worker	\$18.83
Picker/Packer	\$18.47
Assembler	\$18.30
Material Handler	\$18.08

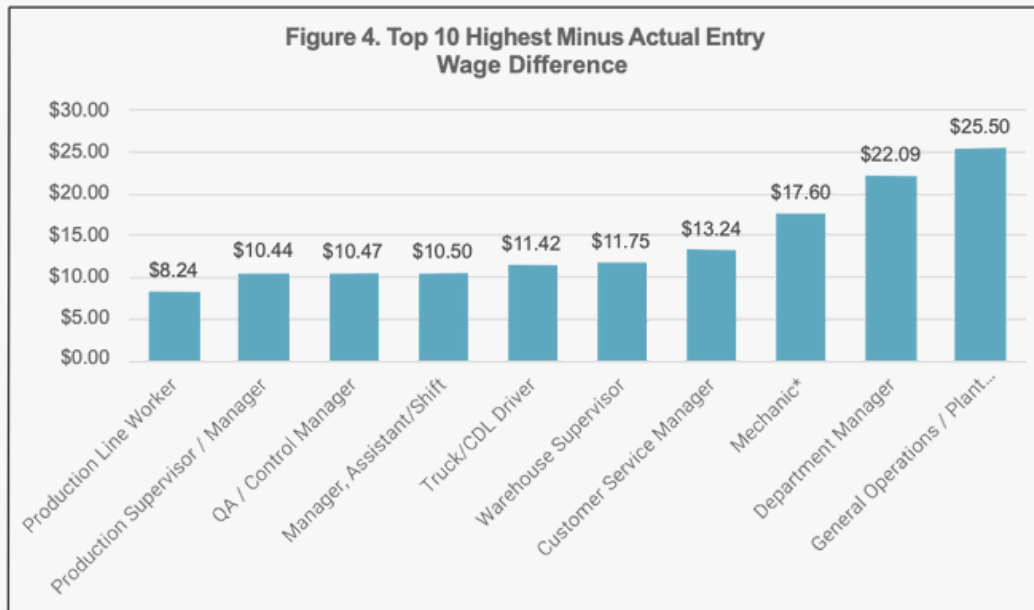


## Table 4. Top Five Highest/Lowest – Average Wages by Job

JOB	AVERAGE WAGE PER HOUR
General Operations/Plant Manager	\$66.21
Customer Service Manager	\$63.84
Department Manager	\$44.35
Human Resources Director	\$43.76
QA/Control Manager	\$40.72
Forklift/Truck Operator	\$21.20
Picker/Packer	\$20.67
Material Handler	\$20.23
Inventory/Stock Clerk	\$19.88
Assembler	\$19.65

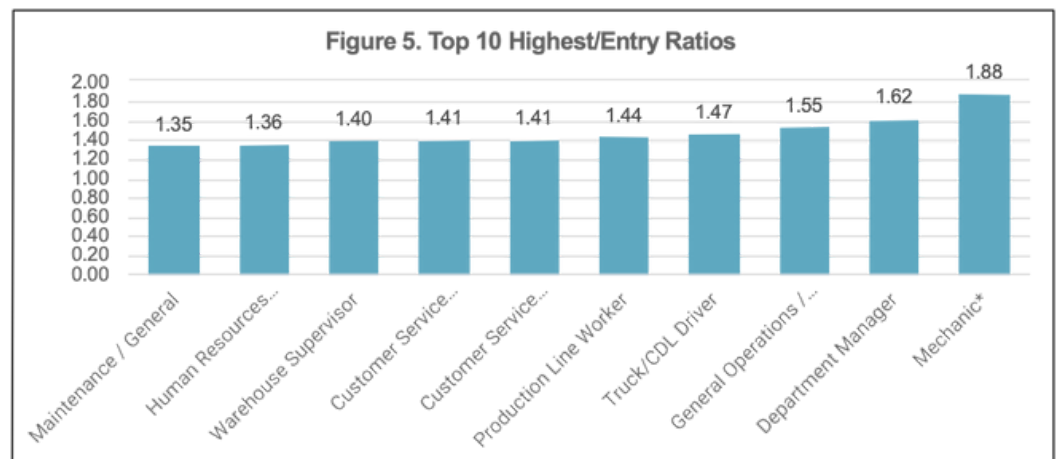
## Table 5. Top Five Highest/Lowest – Highest Average Wages by Job

JOB	AVERAGE HIGHEST WAGE PER HOUR
General Operations/Plant Manager	\$72.25
Department Manager	\$57.87
Customer Service Manager	\$45.71
Human Resources Director	\$45.69
Manager, Assistant/Shift	\$44.78
QA/Control Associate	\$23.81
Picker/Packer	\$23.12
Forklift/Truck Operator	\$22.90
Material Handler	\$22.38
Inventory/Stock Clerk	\$21.54

**Figure 4**

Note: \* less than 3 responses

Regarding differences between average highest and actual entry wages, Figure 4 shows the top 10 jobs with the largest difference. General operations / plant manager had the largest difference (\$25.50) among all jobs analyzed. Figure 5 looks at the top 10 highest/actual entry wage ratios. Mechanics had the highest ratio where the average highest wage was 1.88 times higher than the average actual entry wage.

**Figure 5**

# IN SUMMARY



In summary, close to 60% of respondents with full-time employees had less than 100 employees while 90% of respondents with part-time employees had less than 20 employees. Logistic/distribution jobs had the highest share of hourly workers (86.4%) compared to general operations/management with 15.4%.

Overall, the average wages in the region were \$25.49 for the actual entry wage, \$29.99 for the average wage, and \$33.12 for the highest wage. Assembler 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 manager, department manager, and customer service manager.

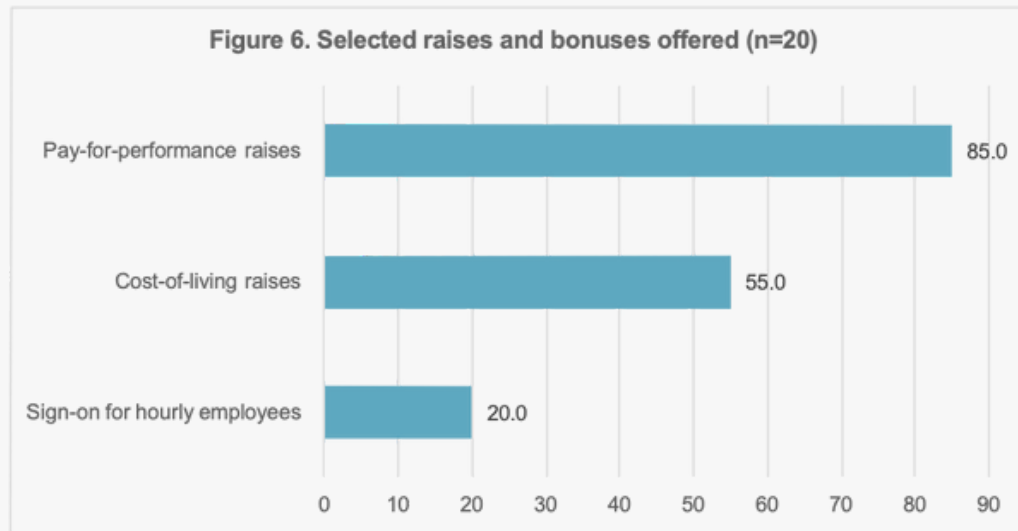
The largest difference between average highest and actual entry wages was among general operations/plant managers. On the other hand, the largest average highest/actual entry ratio was among mechanics.

## Logistics / Distribution Jobs

Have the highest share  
of hourly workers at  
84.6%



Figure 6



## BENEFITS

Survey participants were asked to report on multiple raises and bonuses offered. As shown in Figure 6, 85% offered pay-for-performance, 55% cost-of-living, and one-fifth sign-on bonuses for hourly employees. In addition, more than half of respondents (53.3%) offered annual bonuses for hourly employees, 26.7% twice annually, 13.3% quarterly, and less than 7% monthly (not shown).

Regarding the bonus criteria for an hourly employee, more than one-third of respondents looked at all the following: attendance, safety & productivity, and work ethic (not shown).

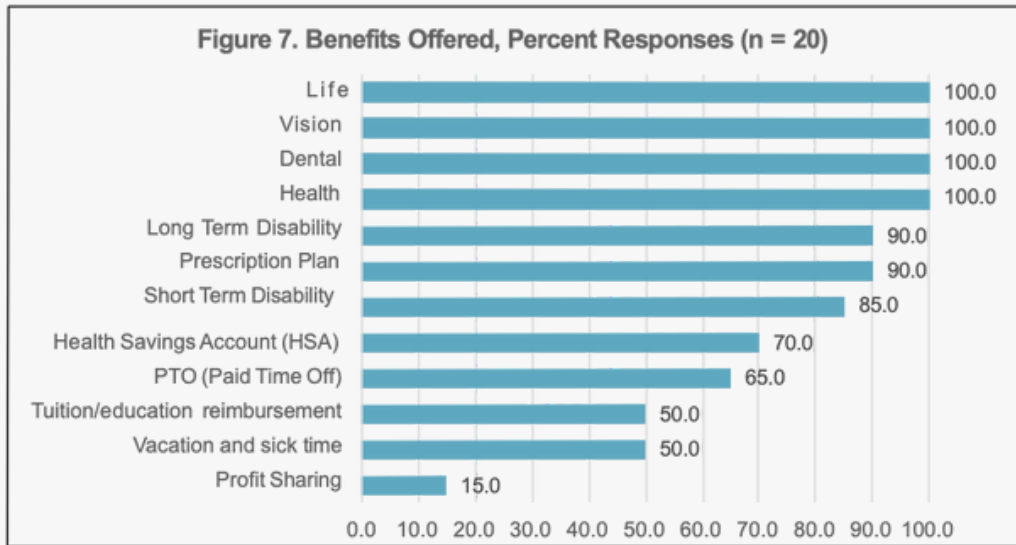
**Figure 7**

Figure 7 shows that all respondents offered life, vision, dental, and health benefits (for the premium amounts covered, please refer to Table 6). On the other hand, vacation and sick leave as well as tuition/education reimbursement were offered by half of respondents while personal time off was offered by close to two-thirds of respondents. Lastly, 15% of respondents offered a profit-sharing benefit.

Figure 8 shows additional benefits offered by share of respondents ranging from informal references to employee/family events to childcare subsidies. Eighty percent of respondents offered holiday gift/party followed by 75% offering employee assistance programs, employee/family events, and referral bonuses. One-fifth of respondents offered racial equity and inclusion programming, transit/mileage subsidy, and on-site fitness room. Ten percent of respondents offered scholarships to employees or their families, English as a second language assistance, and employee stock purchase programs. Only 5% offered childcare subsidies and no respondents offered on-site health clinics.

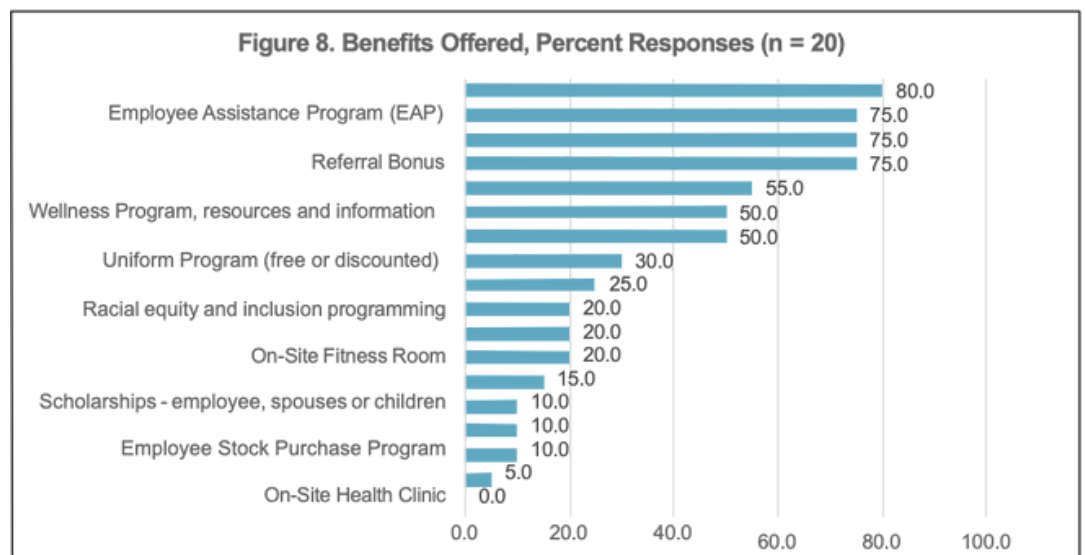
**Figure 8**

Table 6 shows the percentage of responses offering different premium levels for health, dental, vision, and life insurance. Half or more of respondents contributed more than 75% of premiums for all benefits (health, dental, vision, and life).

## Table 6. Percent responses contributions by premium level

PREMIUM LEVEL	HEALTH	DENTAL	VISION	LIFE
<10% premium	10.5	18.8	7.7	5.6
25% of premium	15.8	25.0	30.8	11.1
50% of premium	21.1	6.3	0	0
> 75% premium	52.6	50.0	61.5	83.3

**Figure 9**

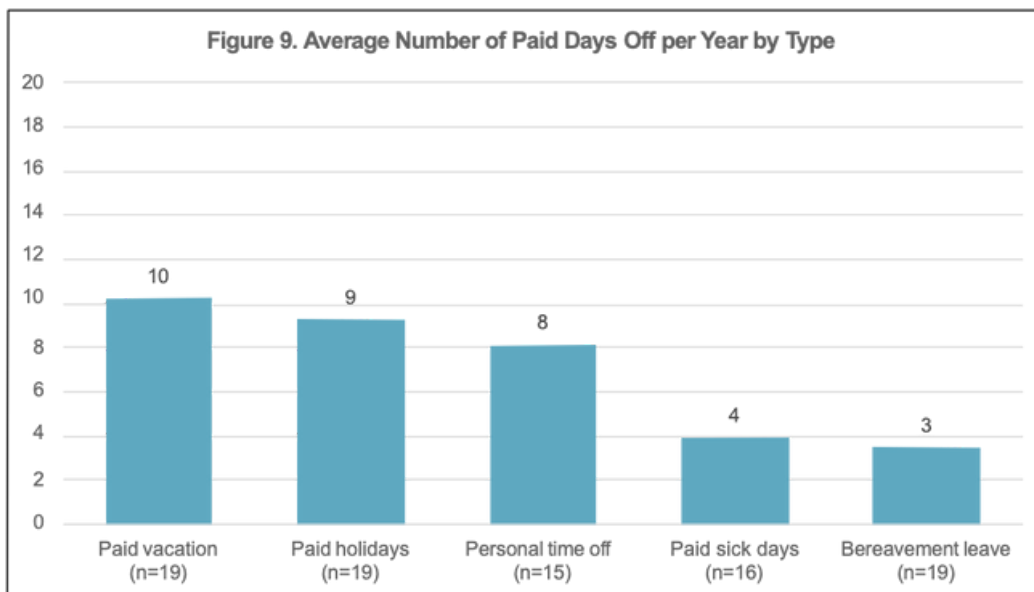


Figure 9 shows the average number of paid days off per year by type. On average, 10 days per year were offered for paid vacation followed by nine paid holidays, eight personal time off, four paid sick days, and three for bereavement leave.

Figure 10



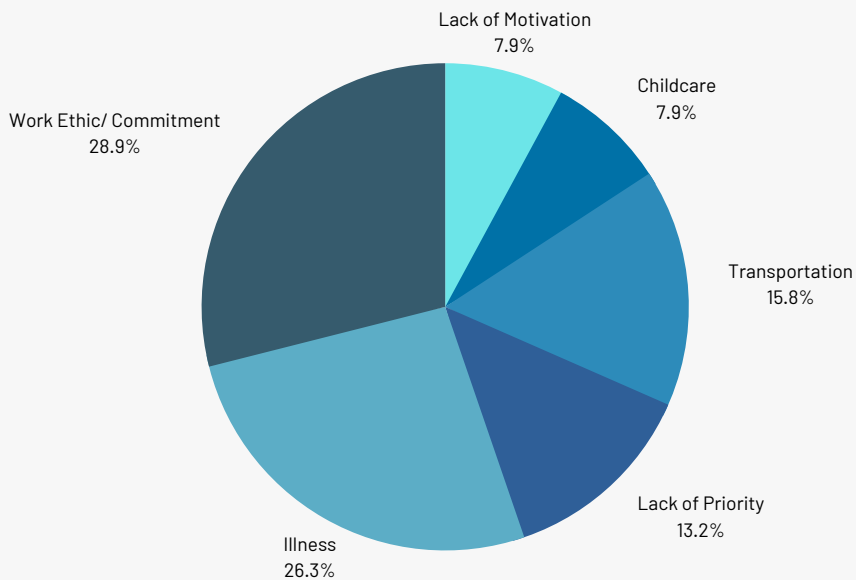
Figure 10 shows the locations where respondent employees received their training. Ninety percent of respondents reported conducting on-site training while 55% reported online training. About 40% reported receiving training through outside workshops or lectures.

Figure 11



The survey also asked about on-going training needs. Figure 11 shows that 85% of respondents had on-the-job training needs followed by position specific training (75%), leadership skills, and OSHA safety compliance (both at 70%) training needs. More than half reported CPR/First Aid and hazard communication training needs.



**Figure 12. Biggest Contributor to Absenteeism by Percentage**

Close to two-thirds of respondents reported that absenteeism was an issue followed by 55% reporting turnover. One-quarter said that neither of these were an issue (not shown). Figures 12 & 13 show the biggest contributors to absenteeism as well as turnover. As shown in Figure 12, more than half of respondents indicated that work ethic/commitment as well as illness were the two biggest contributors to absenteeism. Close to one-third reported transportation. Childcare issues and lack of motivation had the lowest shares among respondents.

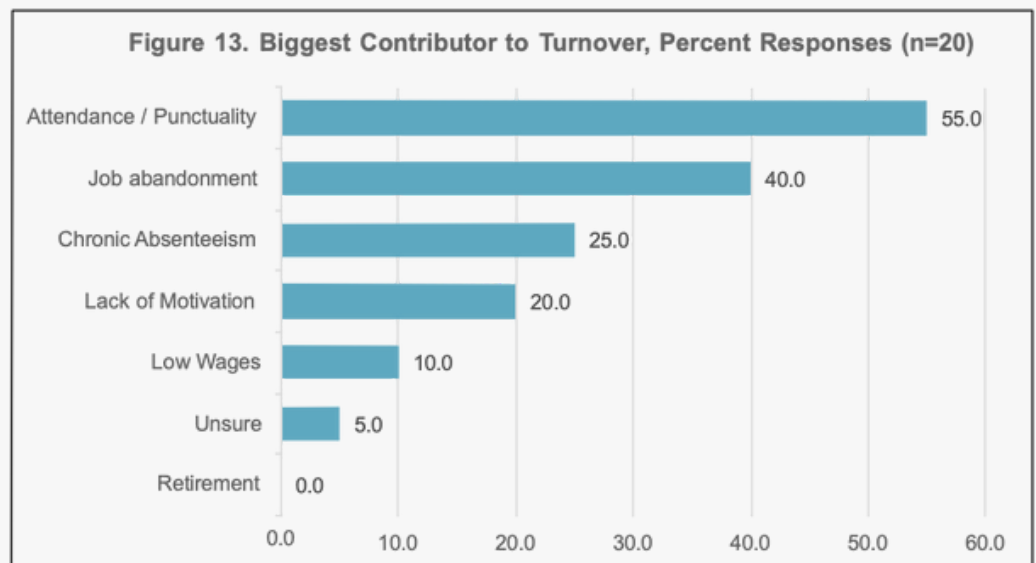
**Figure 13**

Figure 13 shows that more than half reported attendance/punctuality as the biggest contributor to turnover while 40% reported job abandonment. Ten percent of respondents said low wages was the biggest contributor while 5% were unsure of the reasons.