

**INSTITUTE FOR PUBLIC POLICY
AND ECONOMIC ANALYSIS**

**A Survey of Grant County Firms'
Wages & Benefits**

***A Report for the Grant County
Economic Development Council***

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The Institute for Public Policy & Economic Analysis at Eastern Washington University will convey university expertise and sponsor research in social, economic and public policy questions to the region it serves – the Inland Pacific Northwest.

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**Grant County Economic Development Council 2022 Wage & Fringe Benefits Survey
Report**

From April 14th, 2022, to May 31st, 2022, the Institute for Public Policy and Economic Analysis conducted a survey of Grant County companies on behalf of the Grant County Economic Development Council. Nineteen companies responded, all from varying industries across Grant County. The purpose of this survey is to better understand the state of business in Grant County, from location, wages, exports, business environment, and benefits. The following report provides graphs and a brief analysis of the data collected. Each graph notes a $n = x$ value, which indicates the number of company responses used in each graph. Certain questions were not answered by each company, and some outlier data has been excluded to prevent the skewing of data.

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General Information

The majority of the companies surveyed were located in Moses Lake, and headquartered in Grant County, WA. Only three of the 13 companies who responded to this question had headquarters in a county outside of Washington State. The companies surveyed provide a wide variety of products and services, ranging from food production, manufacturing, to chemical production.

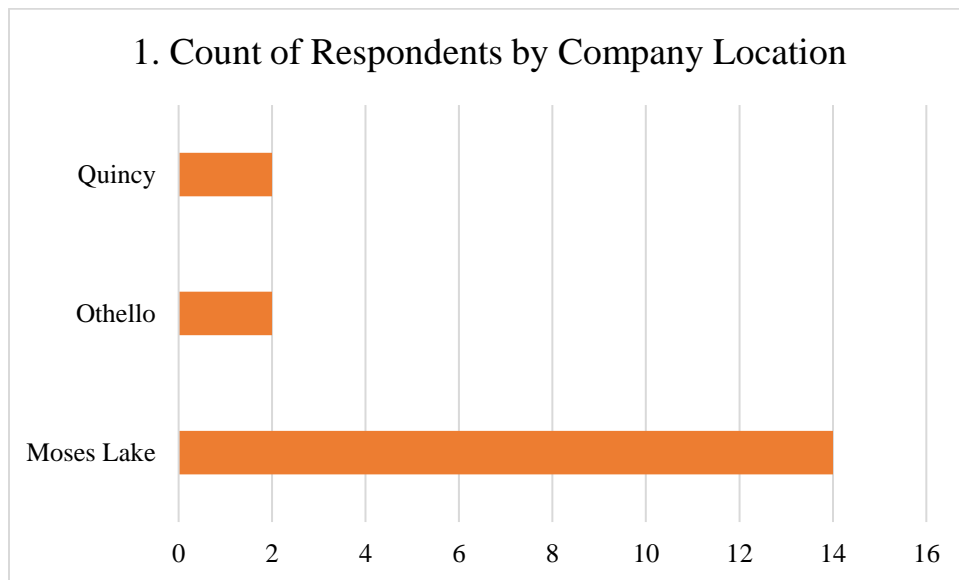


Figure 1 Count of Respondents by Company Location, $n = 18$

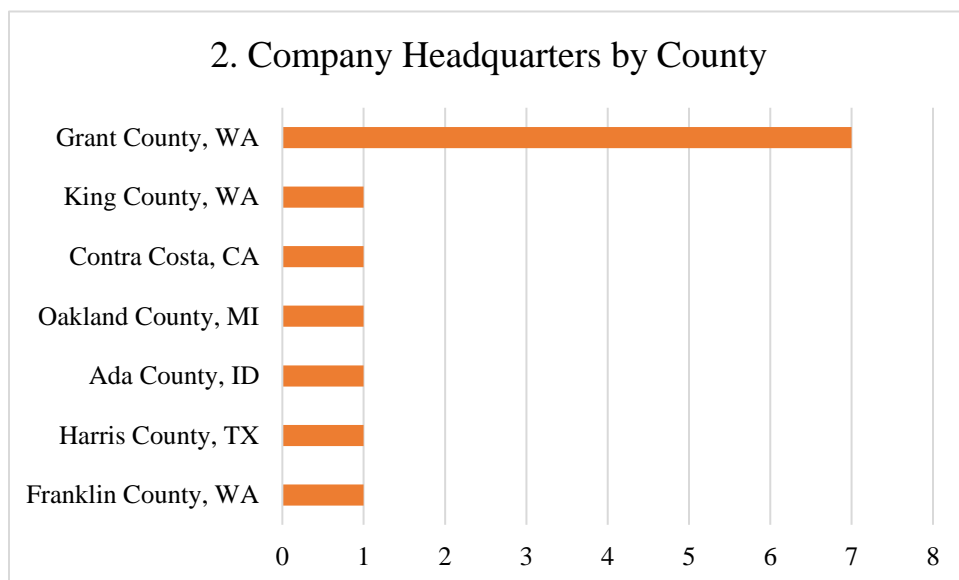


Figure 2 Company Headquarters by County, $n = 13$

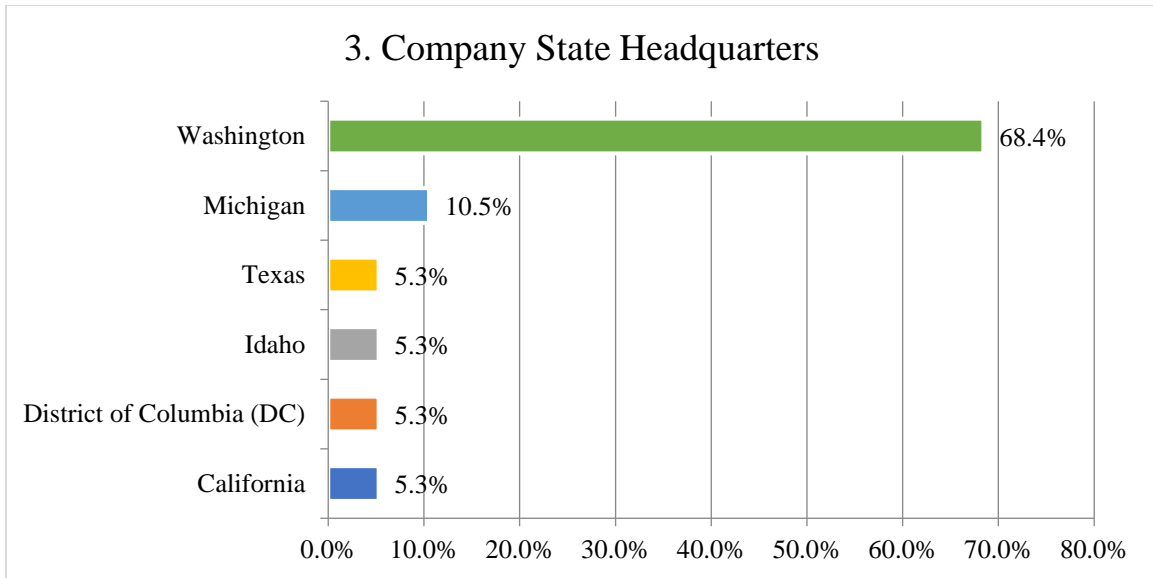


Figure 3 Company State Headquarters, n = 19

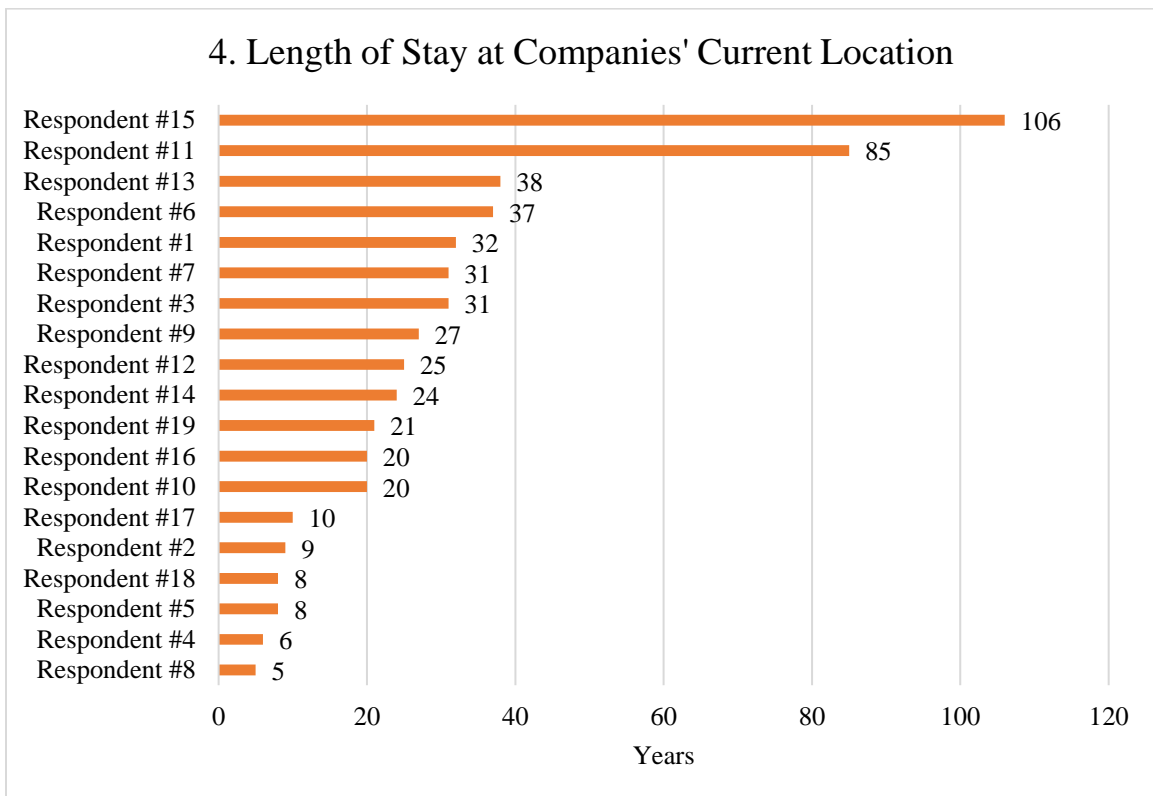


Figure 4 Length of Stay at Companies' Current Location, n = 19

About two thirds, 68.4%, of the 19 companies surveyed had their headquarters in Washington State. The average number of years the companies have been in their current location is 29 years.

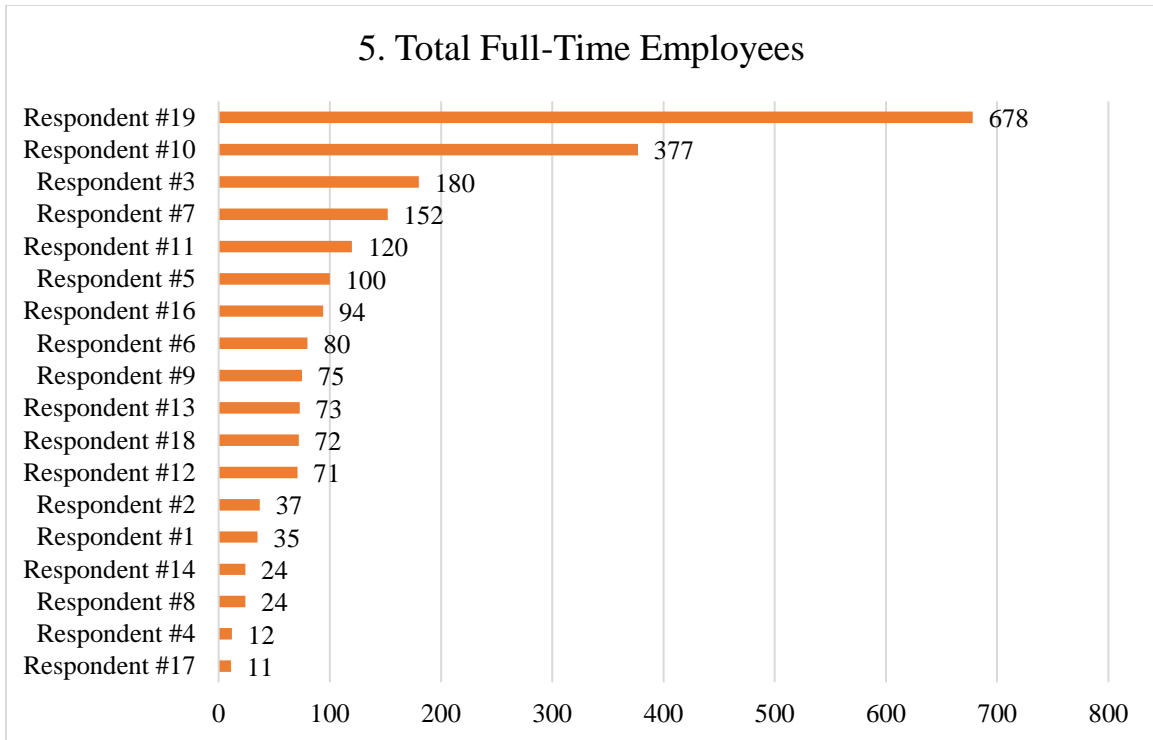


Figure 5 Total Full-Time Employees, n = 18

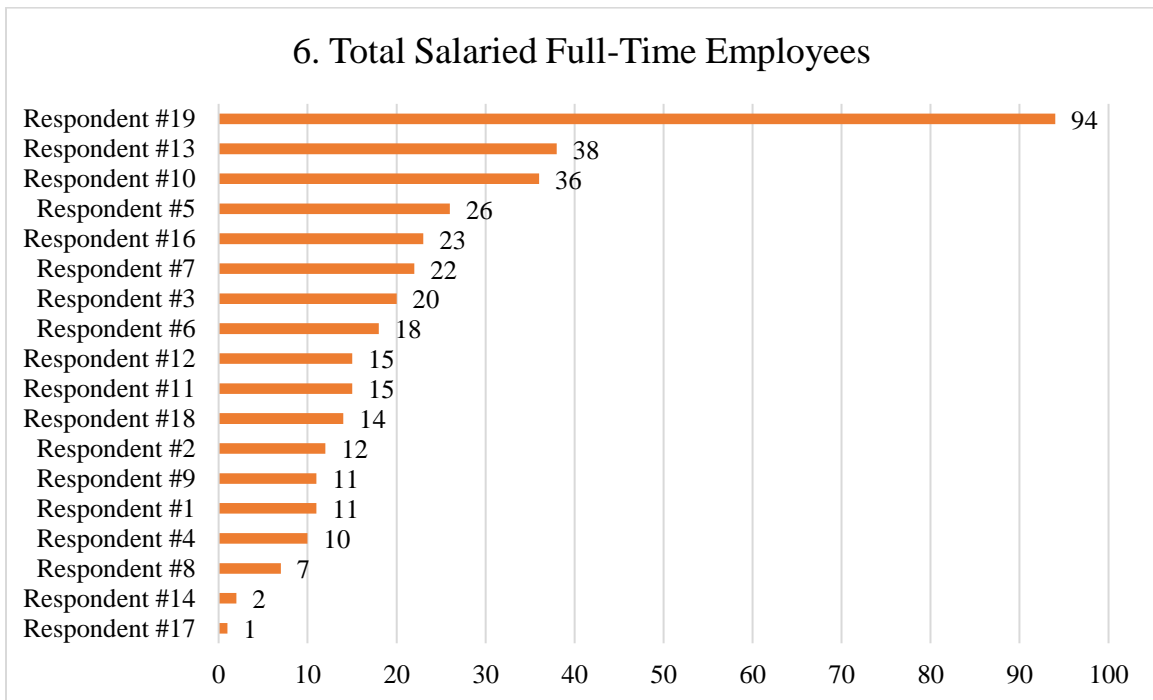


Figure 6 Total Salaried Full-Time Employees, n = 18

The average number of full-time employees across 18 of the companies was 123 employees. The average number of salaried full-time employees across 18 of the companies was 20 employees.

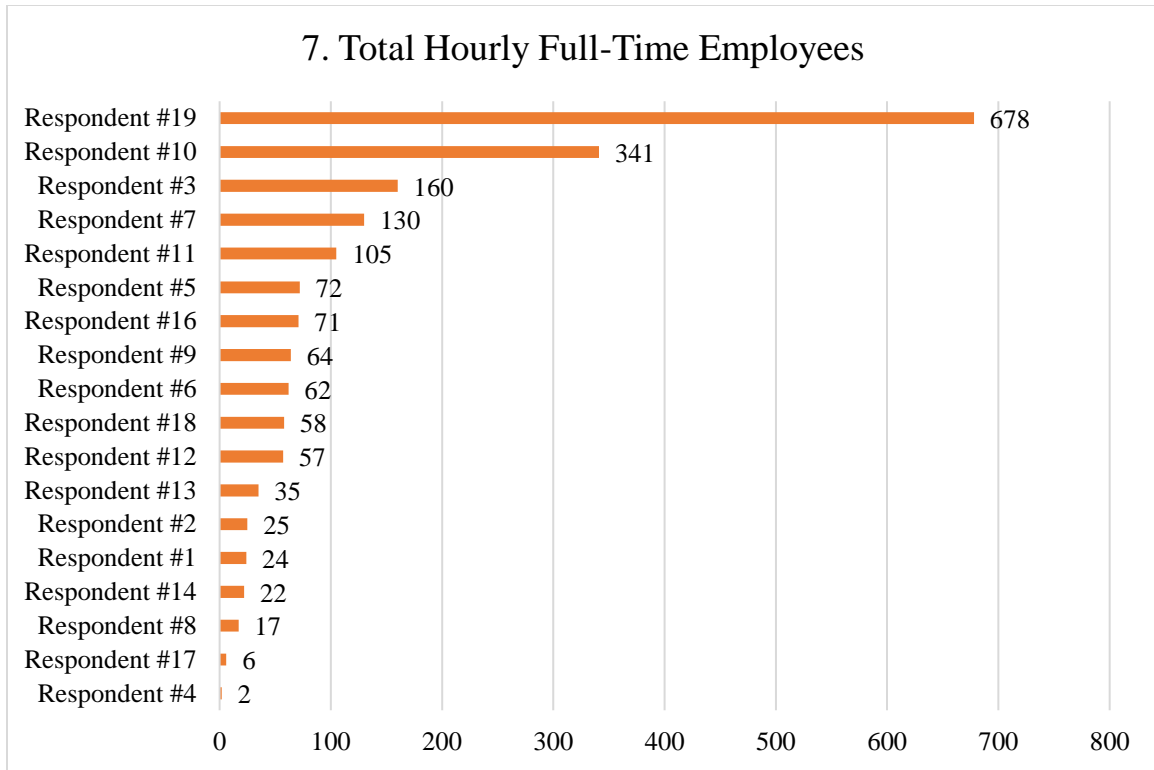


Figure 7 Total Hourly Full-Time Employees, $n = 18$

The average number of hourly full-time employees across 18 of the companies was 107 employees.

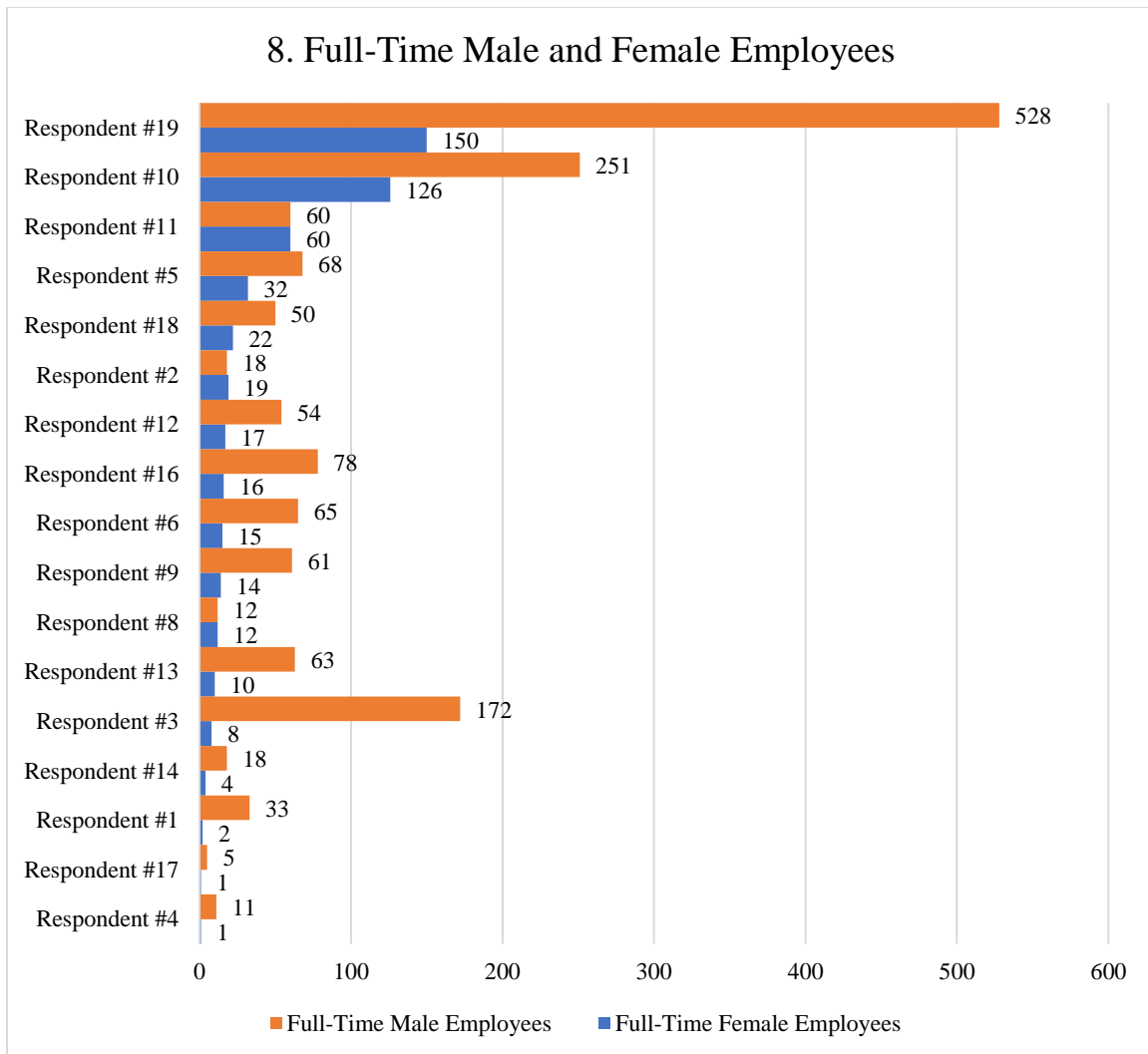


Figure 8 Full-Time Male and Female Employees, n = 17

The average number of female employees at 17 of the responding companies was around 30. The average number of male employees at the responding companies was around 91. The largest discrepancy in the ratio between female and male employees was 2:43, or 2 female employees to every 43 male employees.

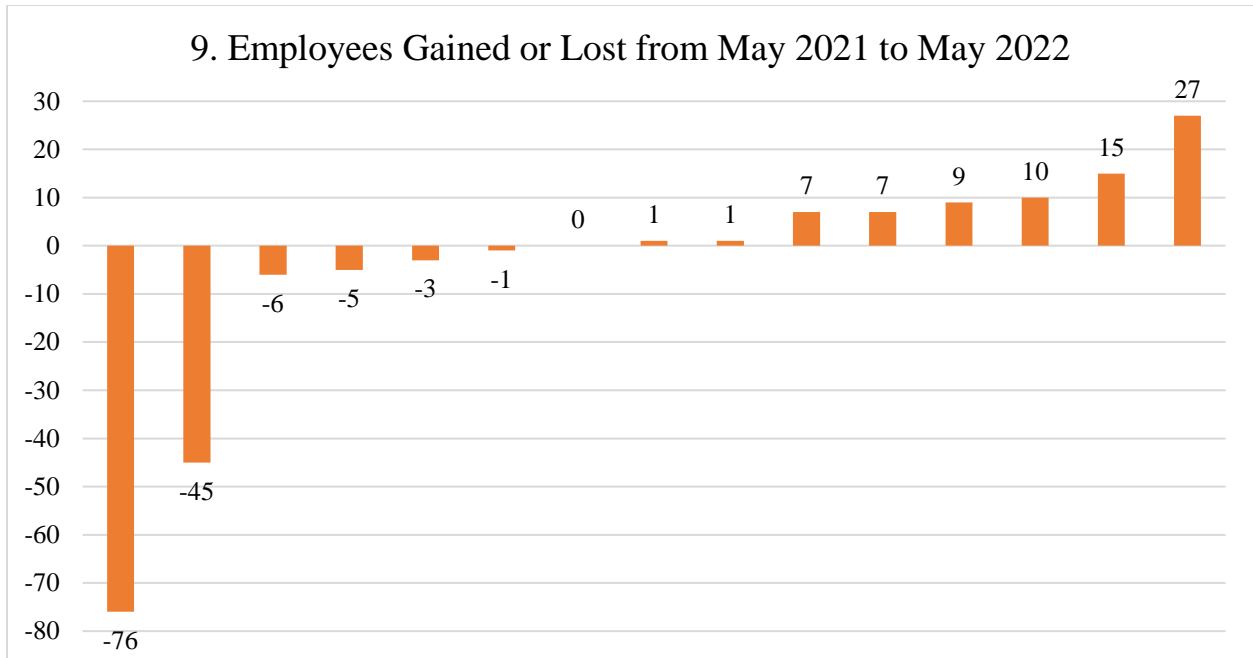


Figure 9 Employees Gained or Lost from May 2021 to May 2022, n = 15

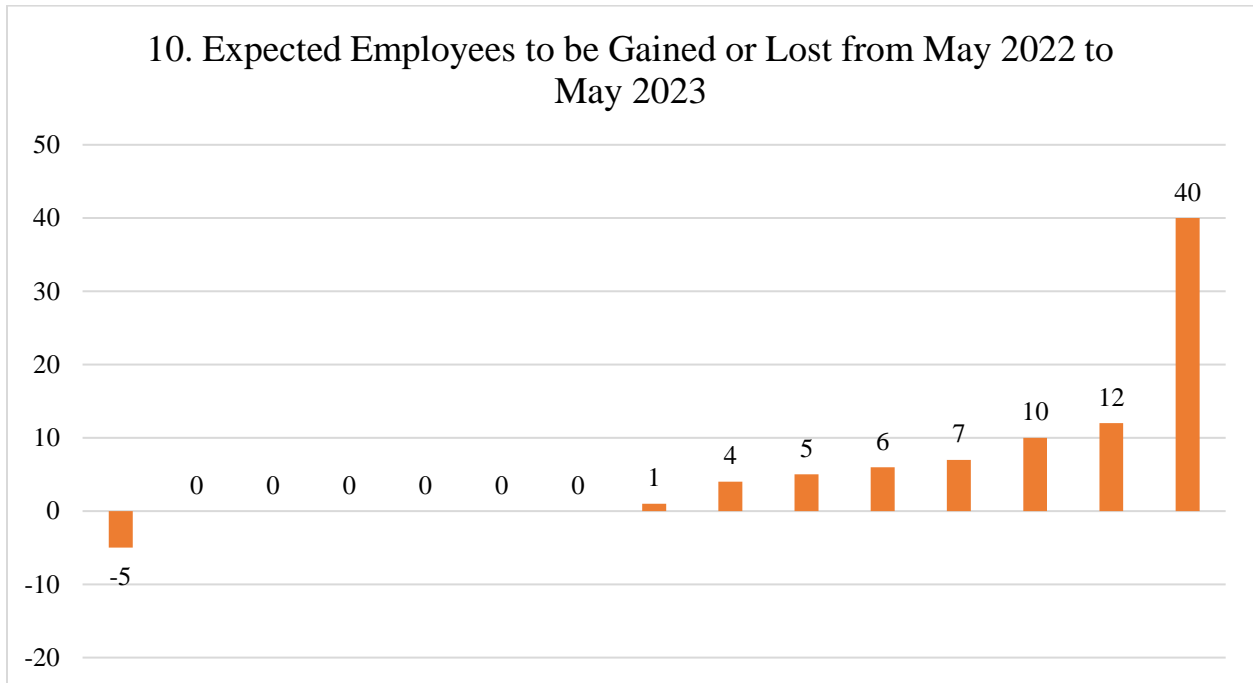


Figure 10 Expected Employees to be Gained or Lost from May 2022 to May 2023, n = 15

We asked the respondents to estimate both the number of employees they had lost or gained in the past 12 months, and the number of employees they expect to lose or gain in the next twelve months. Because the survey was sent out in May of 2022, the past 12 months is estimated to be from May 2021 to May 2022, and the next 12 months is estimated to be from May 2022 to May

2023. From data provided by 15 companies, the average number of employees gained or lost from May 2021 to May 2022 was around -4 employees. From those same 15 companies, the average number of employees expected to be gained or lost from May 2022 to May 2023 was around 5 employees.

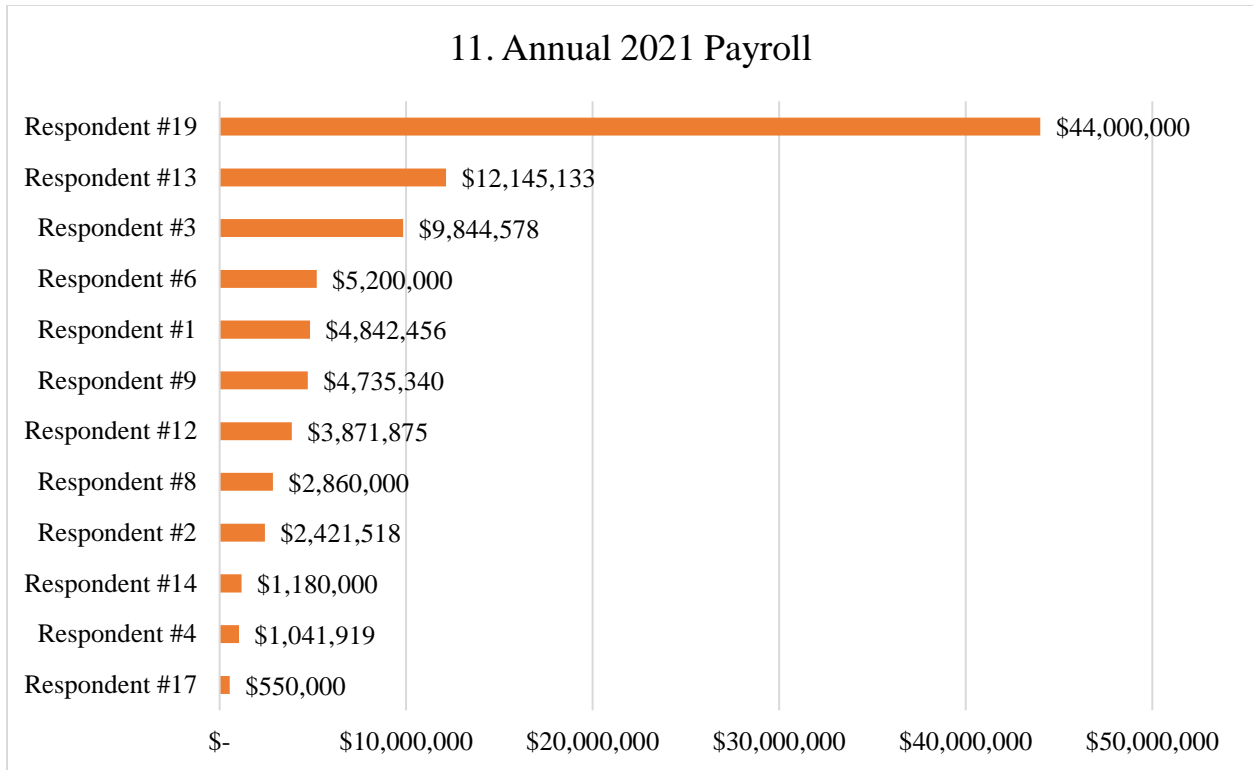


Figure 11 Annual 2021 Payroll, n = 12

The average payroll for 12 of the companies responding to this question was \$7,724,402. There is a diverse range in payrolls for these respondents, ranging from the lowest at \$550,000 to the highest at \$44,000,000.

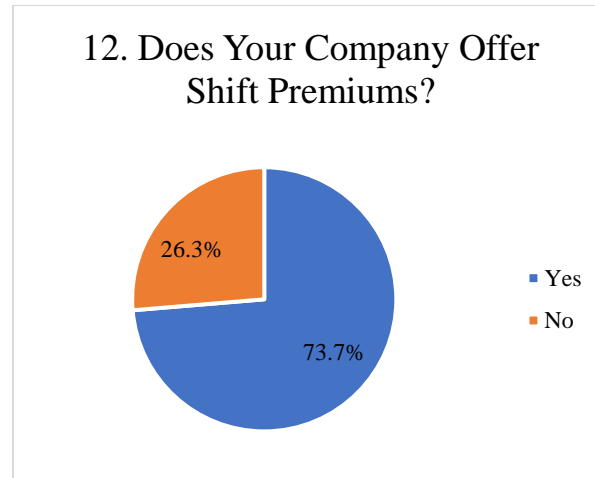


Figure 12 Does Your Company Offer Shift Premiums? $n = 19$

A shift premium is the bonus compensation given to employees who work certain shifts. Because of inconsistency and incompleteness of data, a graph cannot be provided for average shift premium. With the provided data, we found a range of shift premiums in terms of percentages and hourly rates. The lowest percentage provided was 5%, while the highest was 50%. The lowest hourly premium was \$0.20 an hour, and the highest hourly premium was \$1.50 an hour.

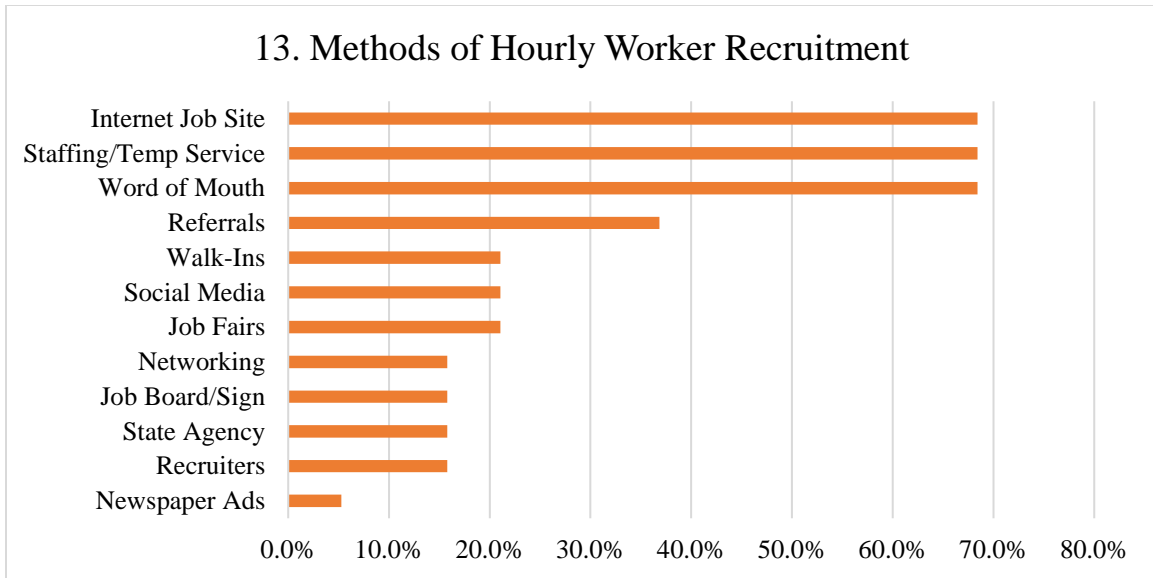


Figure 13 Methods of Hourly Worker Recruitment, n = 19

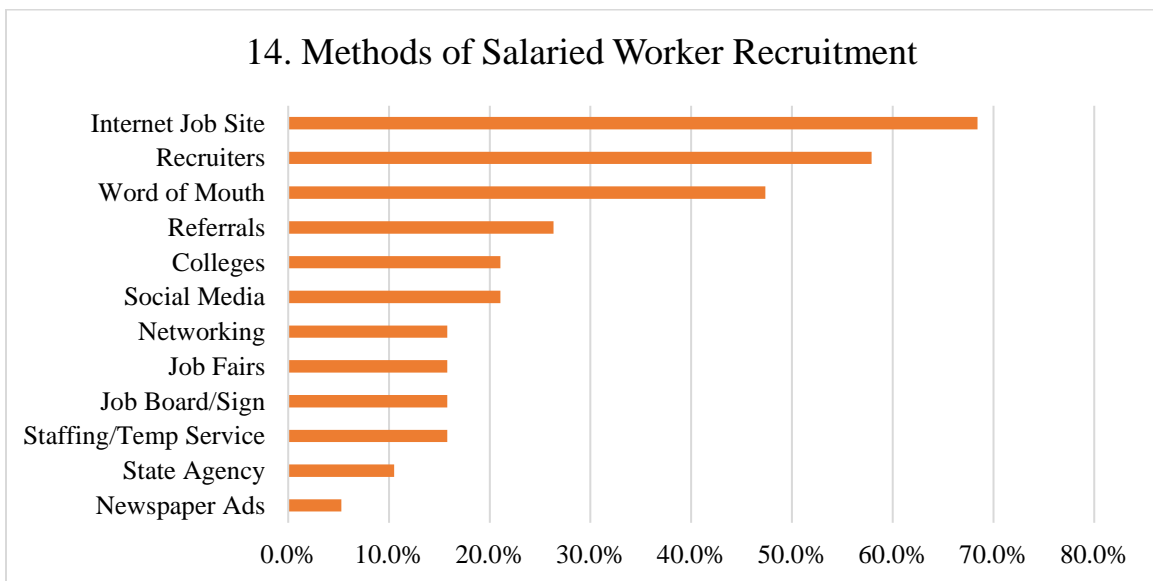


Figure 14 Methods of Salaried Worker Recruitment, n = 19

Respondents ranked the methods in which they recruited their employees. The three most common ways in which companies recruited their hourly workers was through internet job sites, staffing/temp services, and word of mouth. The three most common ways in which companies recruited their salaried workers was through internet job sites, recruiters, and word of mouth.

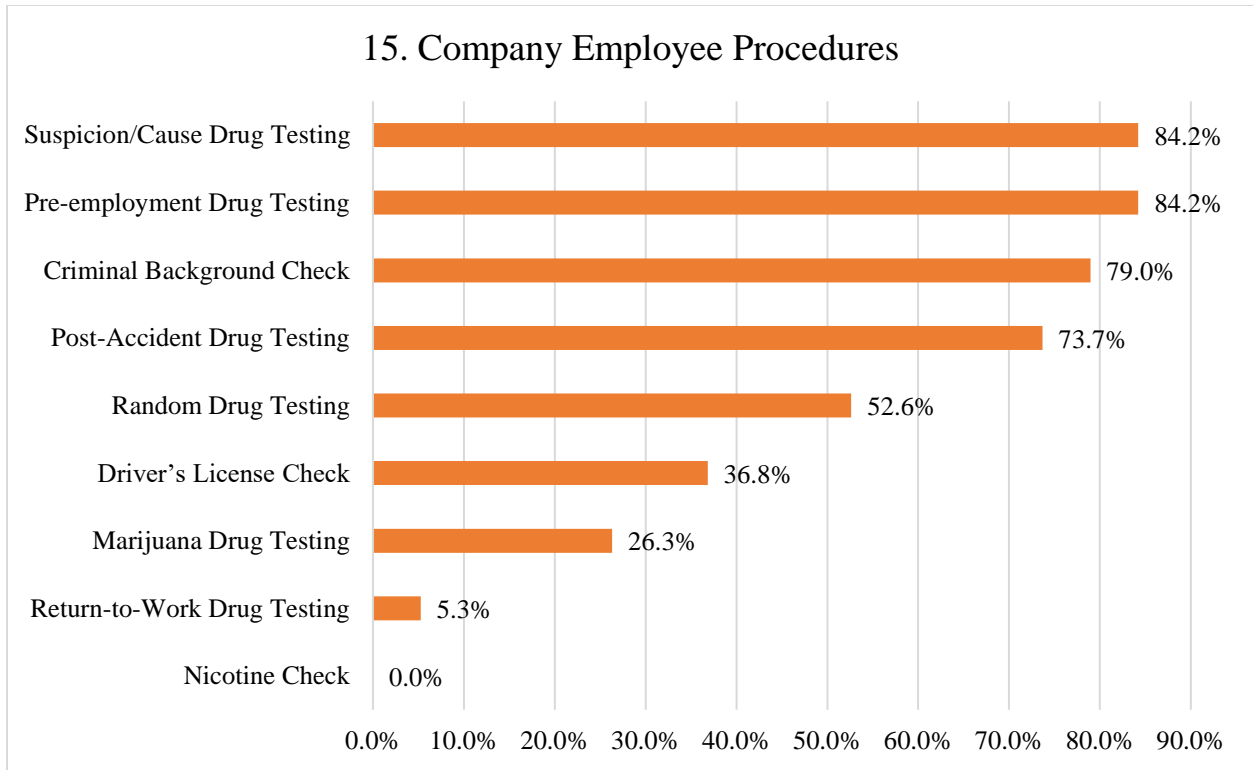


Figure 15 Company Employee Procedures, n = 19

84.2% of the companies surveyed perform pre-employment drug testing and suspicion/cause drug testing. Of the 19 companies who responded to this question, 79.0% performed criminal background checks, and 73.7% performed post-accident drug testing.

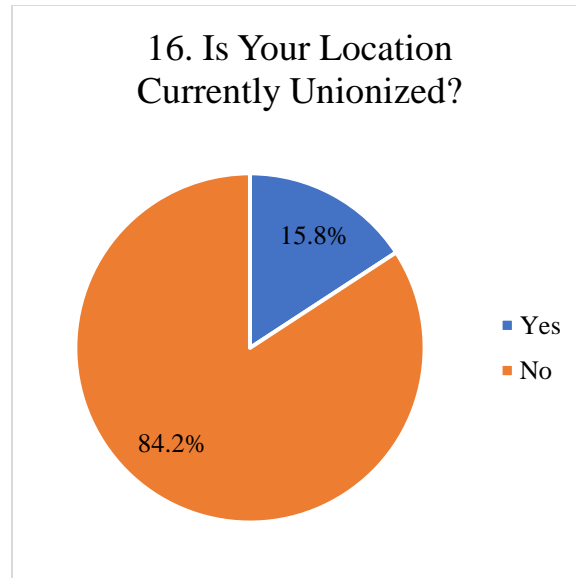


Figure 16 Is Your Location Currently Unionized? n = 19

Three of the 19 companies surveyed were unionized. There was a wide range of the number of employees involved in a union at the three companies. The company with the lowest number of union employees claimed 95 employees, while the company with the highest number of union employees claimed 26,800 employees in their union, although not all in Grant County.

Exports

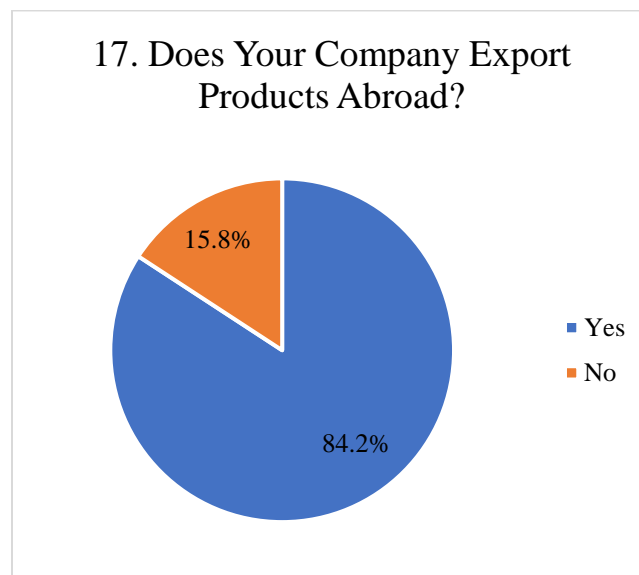


Figure 17 Does Your Company Export Products Abroad?? n = 19

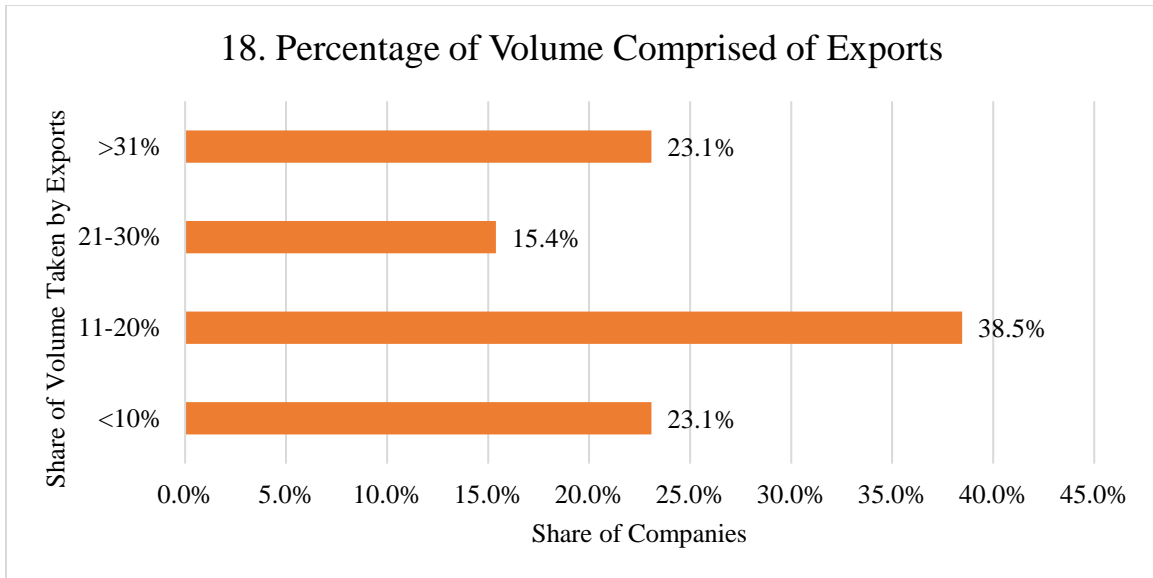


Figure 18 Percentage of Volume Comprised of Exports, n = 13

84.2% of all the companies surveyed export their products abroad. A smaller set, 13 companies, provided detail on the share of production taken by exports. The most common segment, 11-20% of volume exported, accounted for 38.5% of the responding companies. A little less than a quarter, 23.1%, of the companies reported that exports took 31% or more of their volume.

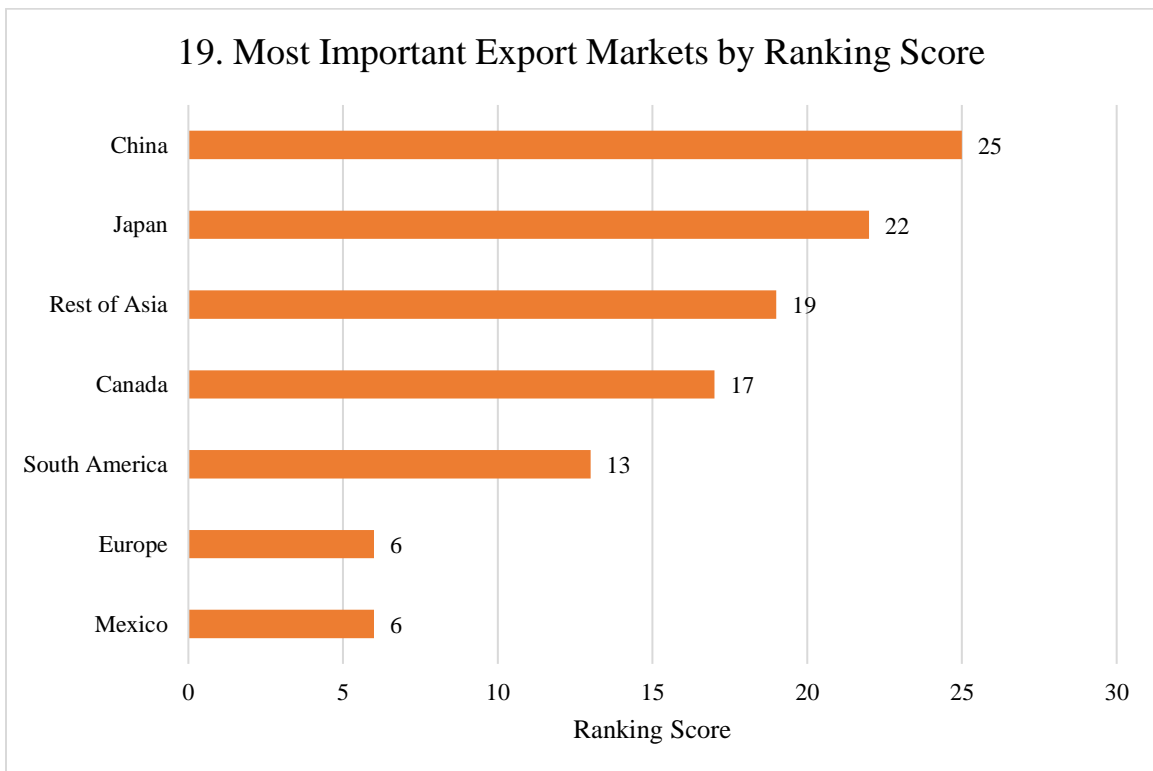


Figure 19 Most Important Export Markets by Ranking Score, n = 13

Each company was asked to rank the top three most important export markets from the following choices: Canada, Mexico, Japan, China, Rest of Asia, Europe, and South America. The rankings on the preceding graph were calculated by taking their top three choices and assigning each rank (1, 2, and 3) a weight. Rank 1 equals a weight of 3, Rank 2 equals a weight of 2, and Rank 3 equals a weight of 1. If Mexico is ranked at Rank 1 twice, we multiply the weight of 3 by 2, equaling 6. Thus, each score was calculated according to each ranks weight. Not all companies responded. Of those that did, China, Japan, and other Asian countries were the top three markets.

Ratings by Employers of the Work Environment

Companies were asked to assess and rate the following topics, using a Poor, Fair, Good, and Excellent scale. An “Unable to Determine” option was also provided.

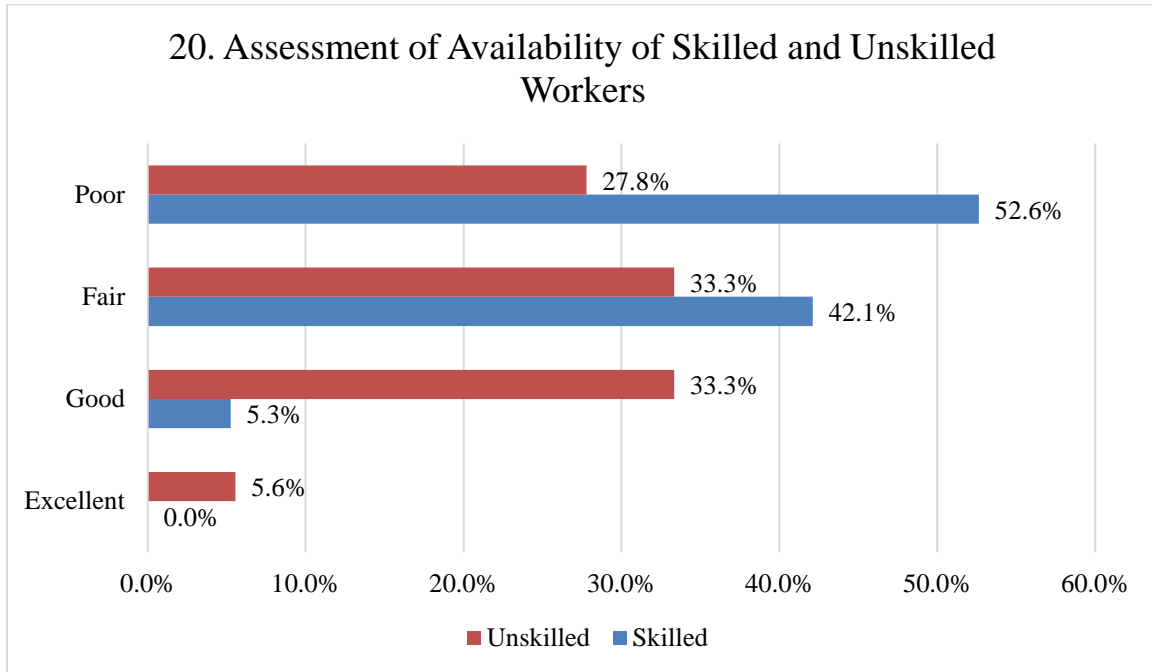


Figure 20 Assessment of Availability of Skilled and Unskilled Workers, n = 19 (skilled), n = 18 (unskilled)

Overall, this question indicates that Skilled Workers have been less available than Unskilled Workers to the surveyed companies. One third of the surveyed companies assessed the availability of Unskilled Workers as Good, while only 5.3% assessed the availability of Skilled Workers as Good. 42.1% of the surveyed companies assessed the availability of Skilled Workers as Fair, and one third assessed the availability of Unskilled workers as Fair. Over half, 53.6%, of the surveyed companies assessed the availability of Skilled Workers as Poor. Only 27.8% assessed the availability of Unskilled Workers as Poor.

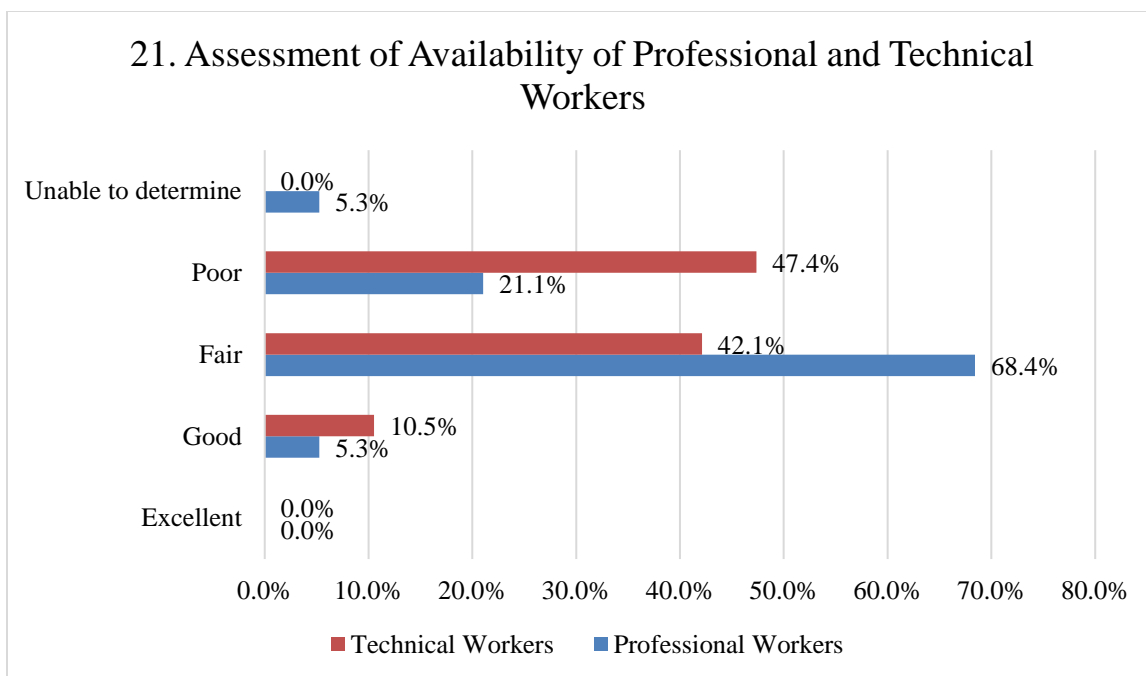


Figure 21 Assessment of Availability of Professional and Technical Workers, n = 19

A similar question was posed for Professional and Technical workers. Overall, this question indicates that Technical Workers have been less available than Professional Workers to the survey companies. Over two thirds, 68.4%, of the surveyed companies assessed the availability of Professional Workers as Fair, while 42.1% assessed the availability of Technical Workers as Fair. 47.4% of the surveyed companies assessed the availability of Technical Workers as Poor, and 21.1% assessed the availability of Professional Workers as Poor.

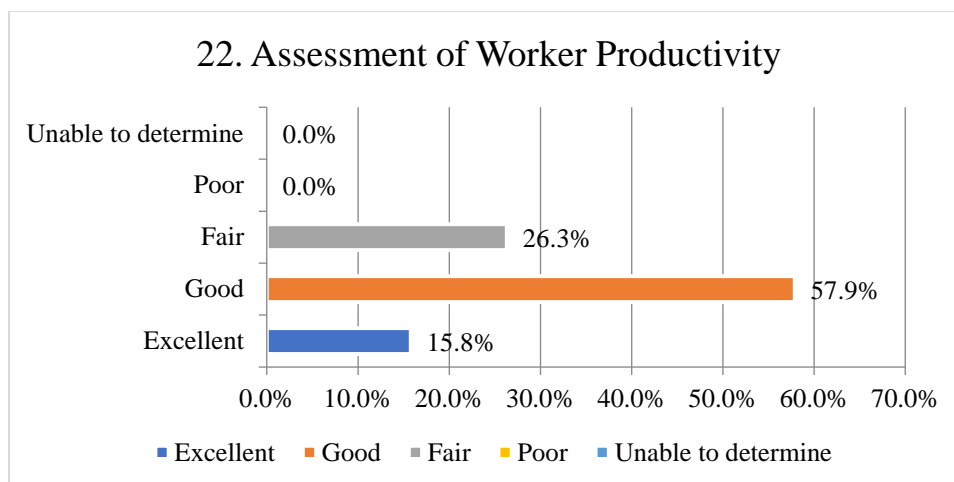


Figure 22 Assessment of Worker Productivity, n = 19

Overall, the surveyed companies assessed Worker Productivity positively. Nearly three quarters, 73.7%, of the surveyed companies assessed Worker Productivity as Excellent or Good.

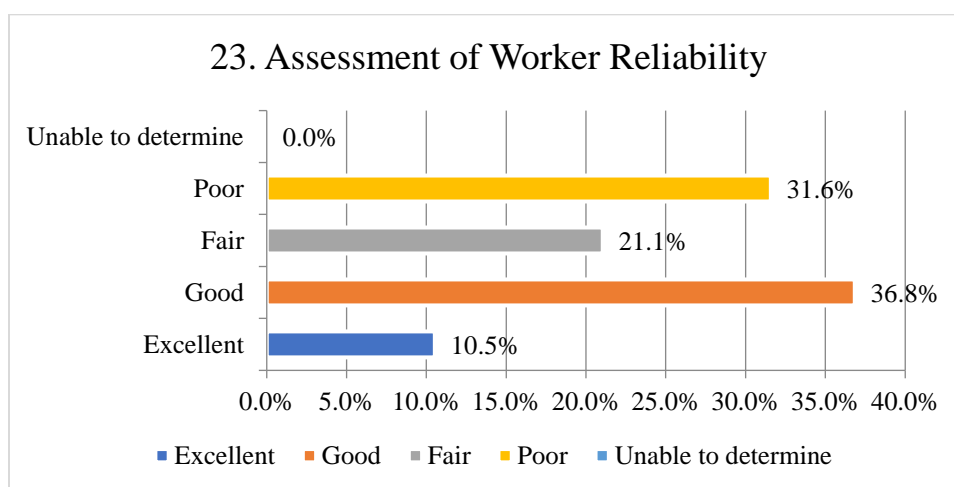


Figure 23 Assessment of Worker Reliability, n = 19

The distribution of rankings of Worker Reliability across the surveyed companies was generally even. 36.8% of the surveyed companies assessed Worker Reliability as Good, while 31.6% assessed it as Poor.

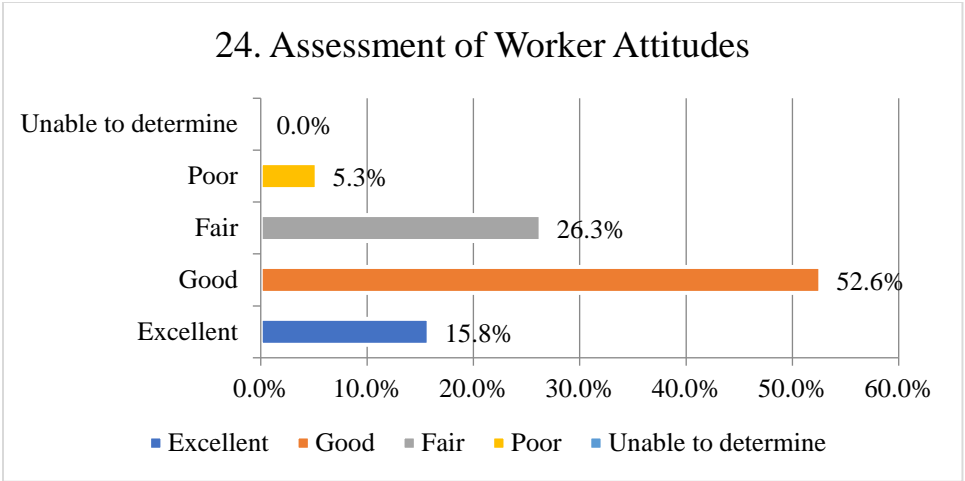


Figure 24 Assessment of Worker Attitudes, n = 19

The surveyed companies assessed Worker Attitudes favorably. Slightly over two thirds, 68.4%, of the surveyed companies assessed Worker Attitudes as Excellent or Good. Only 5.3% assessed them as Poor.

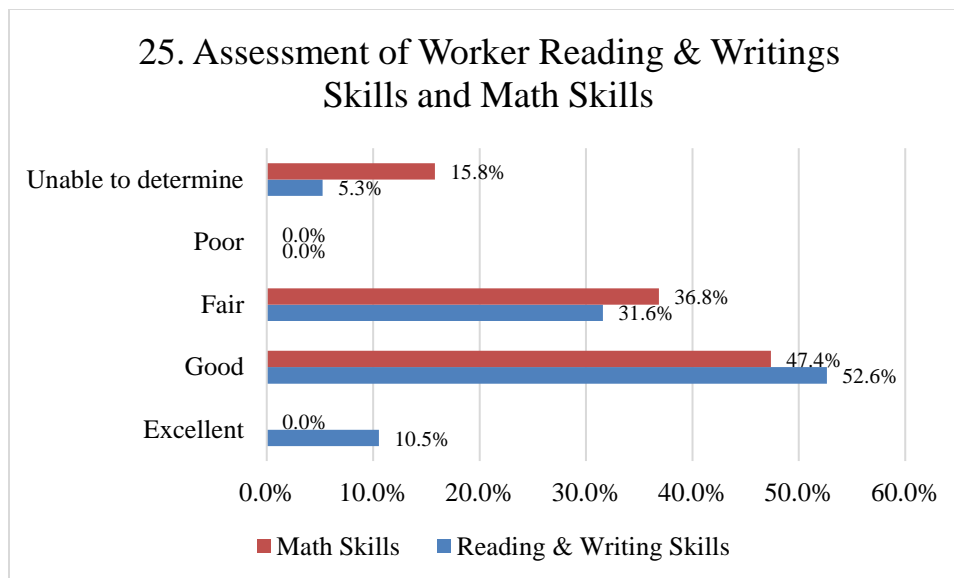


Figure 25 Assessment of Worker Reading & Writings Skills and Math Skills, n = 19

Generally, both Reading & Writing Skills and Math Skills were assessed positively by the surveyed companies. A little over half, 52.6%, of the surveyed companies assessed Reading & Writing Skills as Good, while a little less than half, 47.4%, assessed Math Skills as Good. Interestingly, none of the surveyed companies rated either Reading & Writing Skills nor Math Skills as Poor.

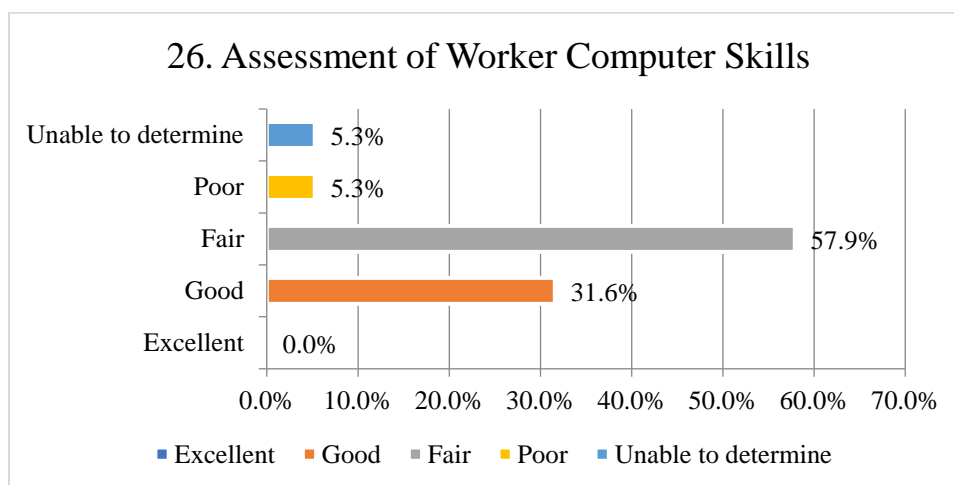


Figure 26 Assessment of Worker Computer Skills, n = 19

The surveyed companies judged Computer Skills of their workforce positively. 31.6% rated Computer Skills as Good; 57.9% assessed them as Fair.

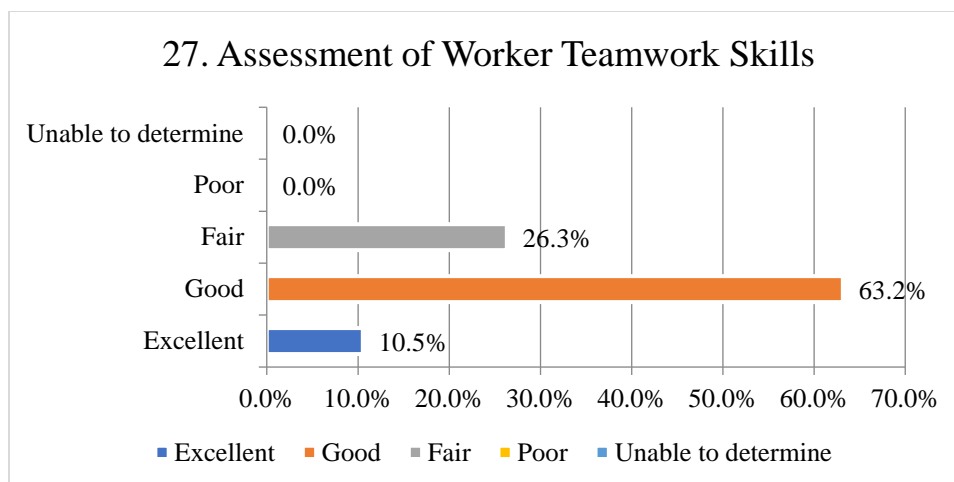


Figure 27 Assessment of Worker Teamwork Skills, n = 19

The surveyed companies assessed Teamwork Skills favorably. 63.2% categorized Worker Teamwork Skills as Good, 10.5% as Excellent, and 26.3% as Fair. No firm assessed these skills as Poor.

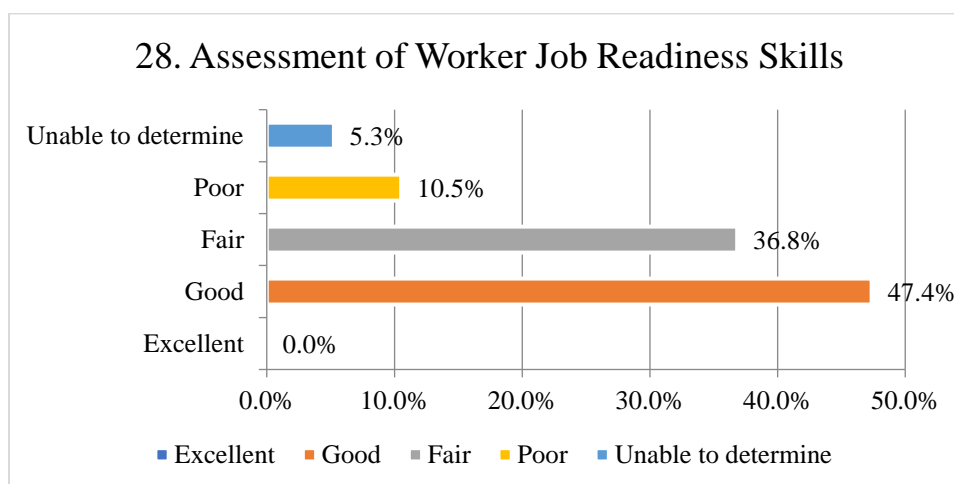


Figure 28 Assessment of Worker Job Readiness Skills, n = 19

Job Readiness Skills were judged generally positively by the surveyed companies. Nearly half, 47.4%, of the surveyed companies responded that Job Readiness Skills are Good, and 36.8% of the companies assessed them as Fair.

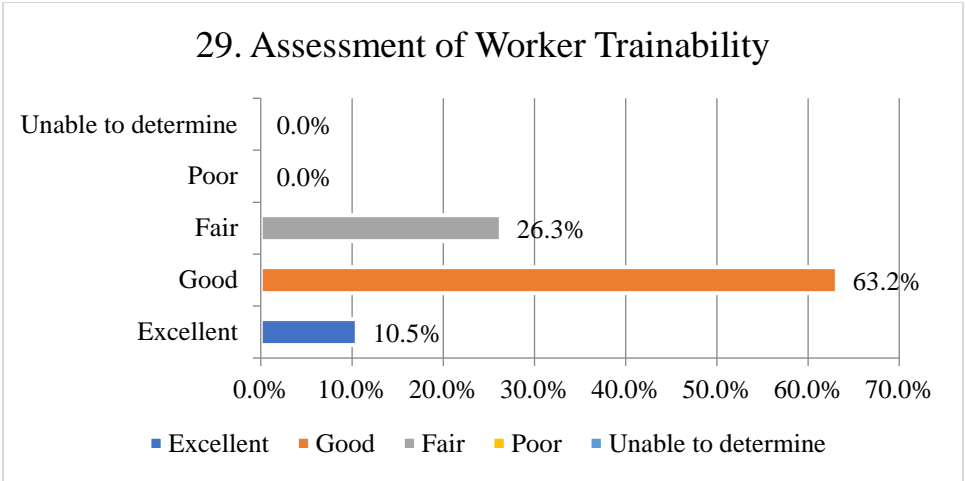


Figure 29 Assessment of Worker Trainability, n = 19

Worker Trainability was also favorably rated by the surveyed companies. Nearly three quarters, 73.7%, of the companies assessed Worker Trainability as Excellent or Good, and 26.3% assessed it as Fair.

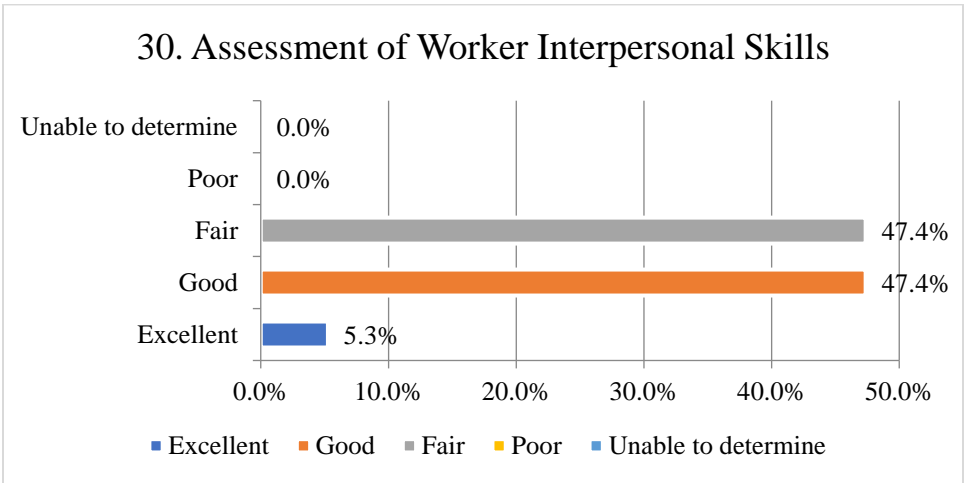


Figure 30 Assessment of Worker Interpersonal Skills, n = 19

The response of the surveyed companies of Interpersonal Skills was split almost 50/50 between Fair and Good. 47.4% assessed Worker Interpersonal Skills as Fair and the same portion assessed it as Good. 5.3% assessed it as Excellent.

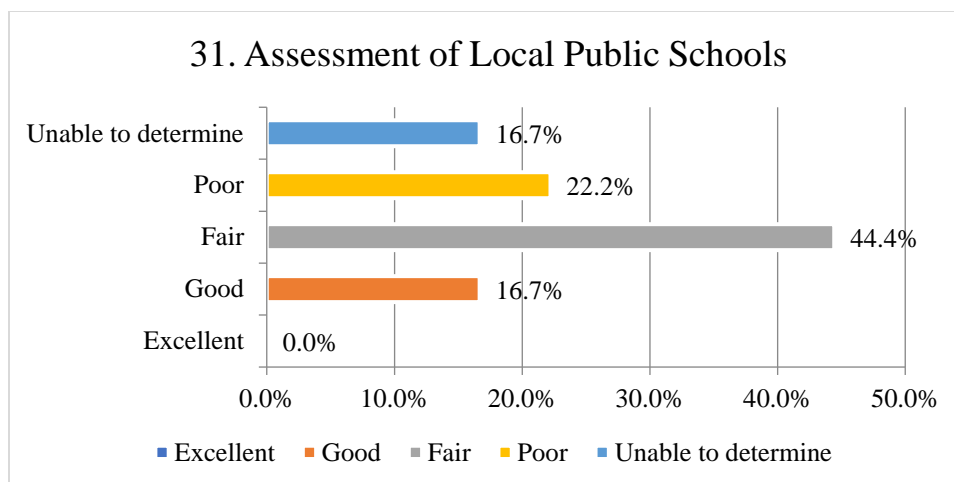


Figure 31 Assessment of Local Public Schools, n = 18

The appraisal of the quality of Local Public Schools was generally neutral. Most of the surveyed companies, 44.4%, categorized Local Public Schools as Fair. One sixth, 16.7%, assessed them as Good. It should be noted that another sixth, 16.7%, selected Unable to Determined.

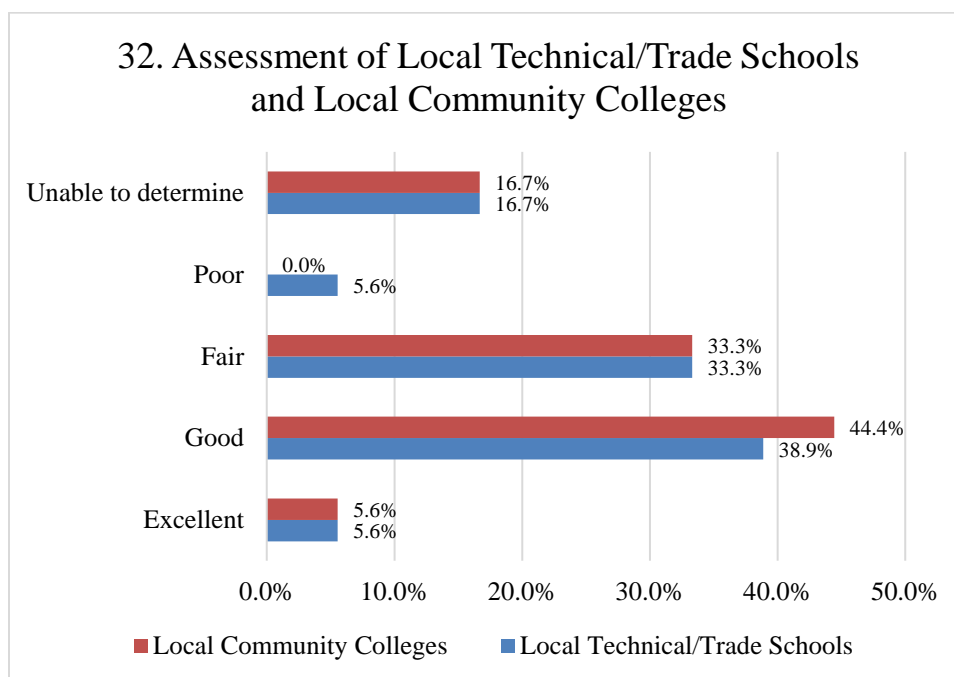


Figure 32 Assessment of Local Technical/Trade Schools and Local Community Colleges, n = 18

Both Local Community Colleges and Local Technical/Trade Schools were rated generally positively. Around 40% of the respondents evaluated them as Good. One third of the surveyed

companies assessed Local Community Colleges as Fair, and the same portion assessed Local Technical/Trade Schools as Fair.

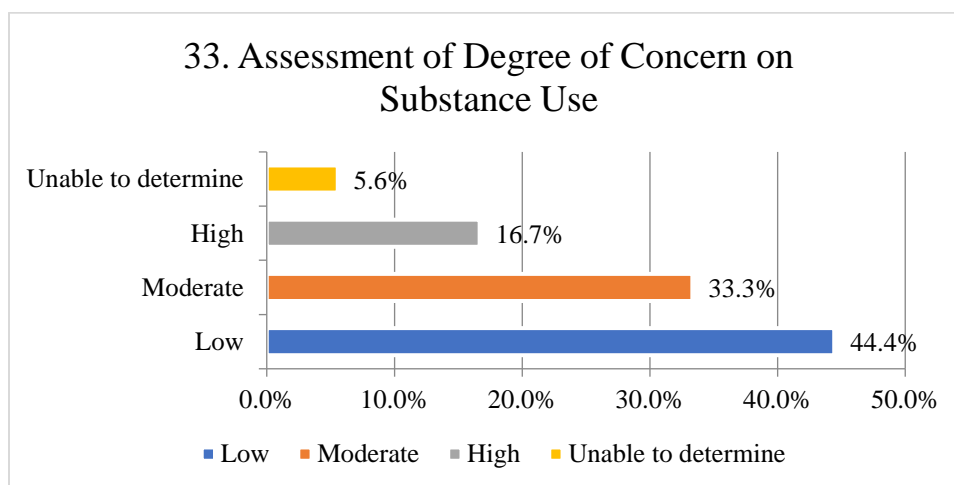


Figure 33 Assessment of Degree of Concern on Substance Use, n = 18

The degree of concern regarding Substance Use was split between Low and High/Moderate. 44.4% of the surveyed companies indicated a Low degree of concern, and a combined 50% of the companies indicated a degree of High or Moderate concern.

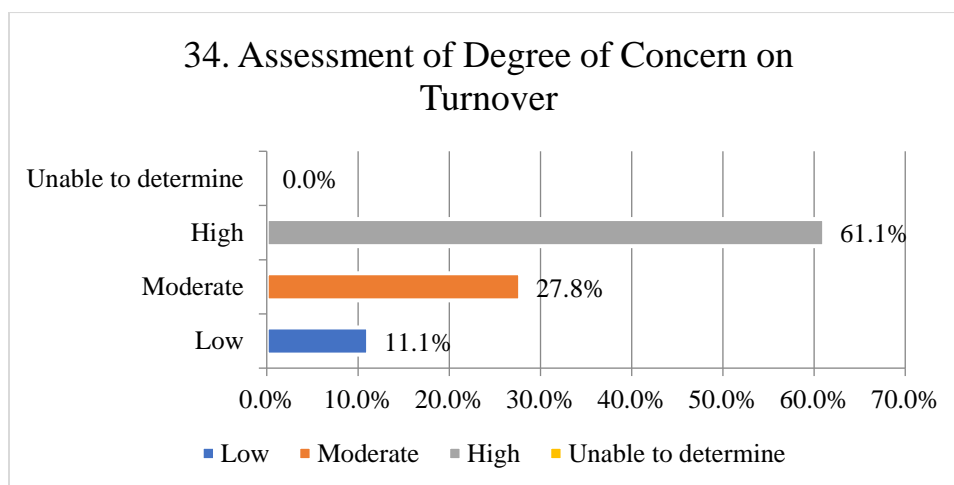


Figure 34 Assessment of Degree of Concern on Turnover, n = 18

The majority of surveyed companies, 61.1%, indicated a high degree of concern regarding Turnover. Only 11.1% of companies indicated a Low degree of concern.

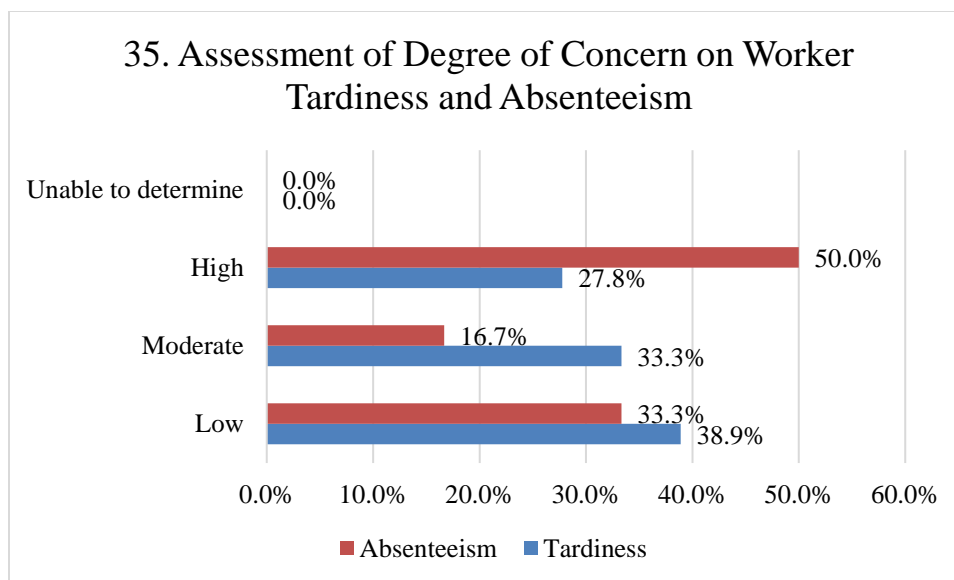


Figure 35 Assessment of Degree of Concern on Worker Tardiness and Absenteeism, $n = 18$

The surveyed companies indicated an elevated degree of concern regarding Absenteeism and a mixed degree of concern on Tardiness. One half of the companies viewed Absenteeism with High concern. Yet, only 27.8% assessed Tardiness with High concern. The majority of companies judged Tardiness with Low concern, as 38.9%.

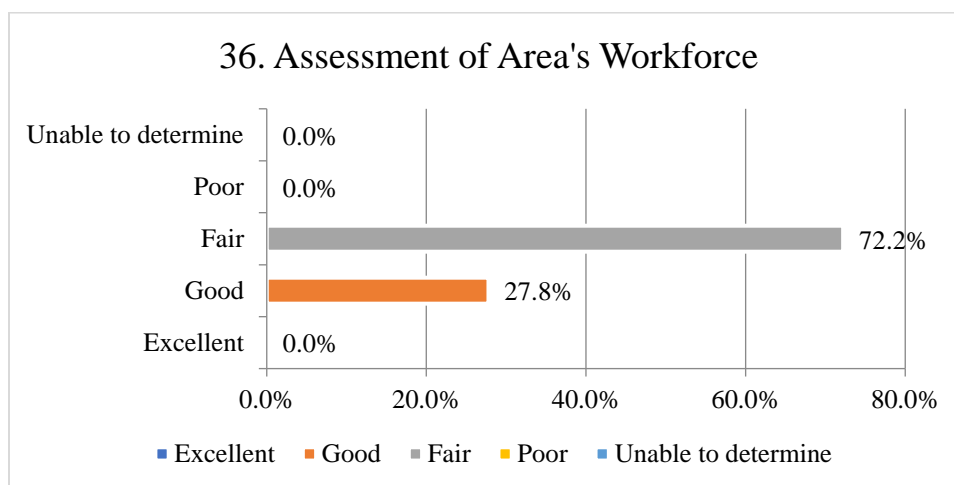


Figure 36 Assessment of Area's Workforce, $n = 18$

Nearly three quarters, 72.2%, of surveyed companies assessed the Area's Workforce as Fair, and 27.8% assessed it as Good.

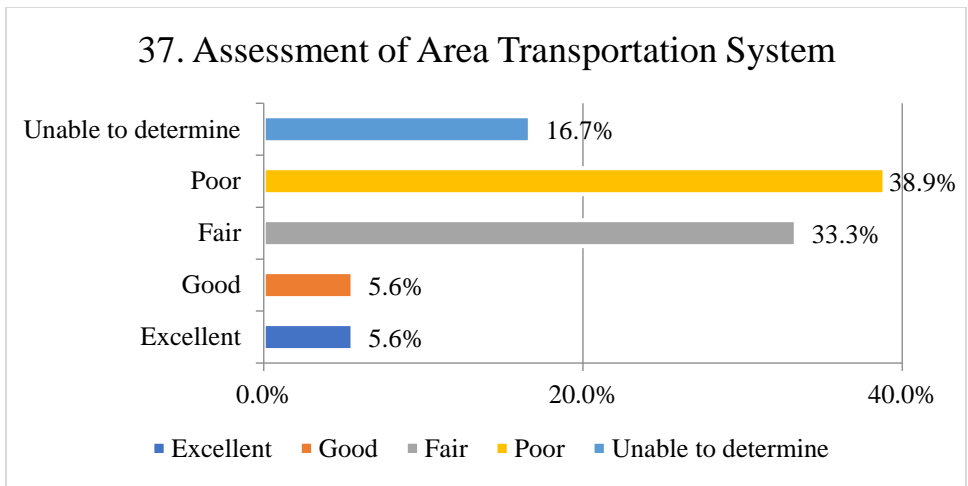


Figure 37 Assessment of Area Transportation System, n = 18

The Area Transportation System was rated generally negatively by the surveyed companies. The majority, 38.9%, assessed it as Poor. One third rated it as Fair. Only 5.6% rated it as Good, and the same portion assessed it as Excellent.

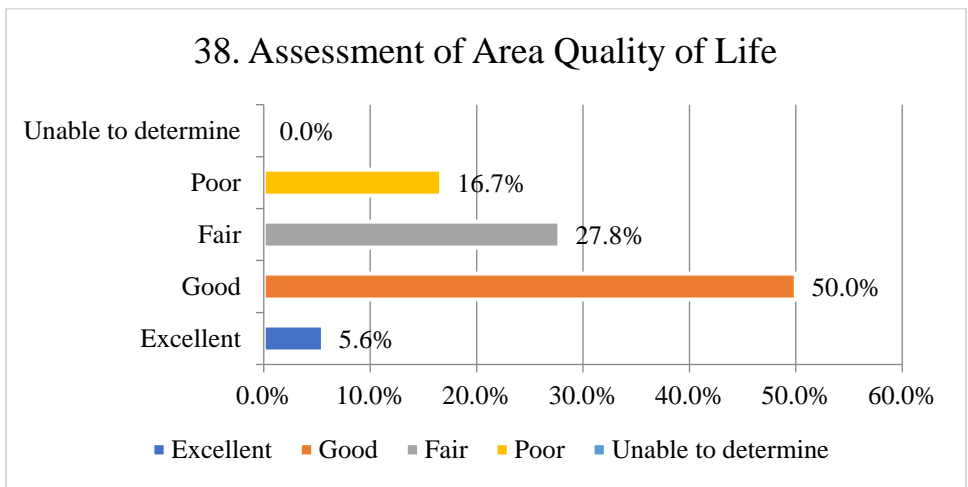


Figure 38 Assessment of Area Quality of Life, n = 18

The surveyed companies' assessment of Area Quality of Life was generally split between Good and Fair/Poor. One half assessed it as Good, and 44.5% ranked it as Fair or Poor.

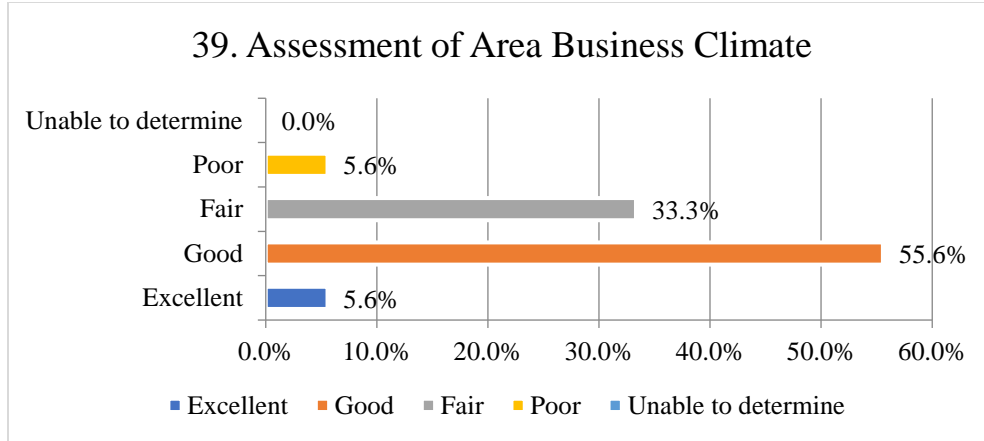


Figure 39 Assessment of Area Business Climate n = 18

The surveyed companies generally considered the Area Business Climate to be positive. Over half, 55.6%, assessed it as Good, while one third assessed it as Fair. Only 5.6% judged it as Poor, and the same portion assessed it as Excellent.

Benefits Information

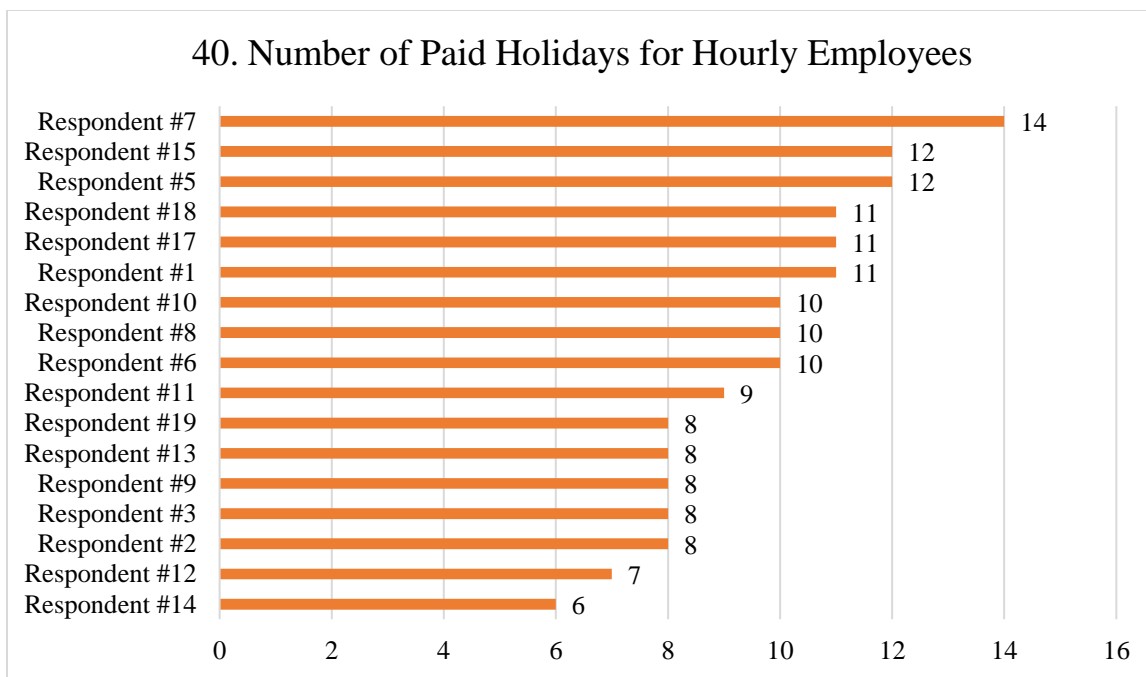


Figure 40 Number of Paid Holidays for Hourly Employees, $n = 18$



Figure 41 Number of Paid Holidays for Salaried Employees, $n = 18$

Overall, the average reported number of paid holidays for hourly and salaried employees was about the same, at nine.

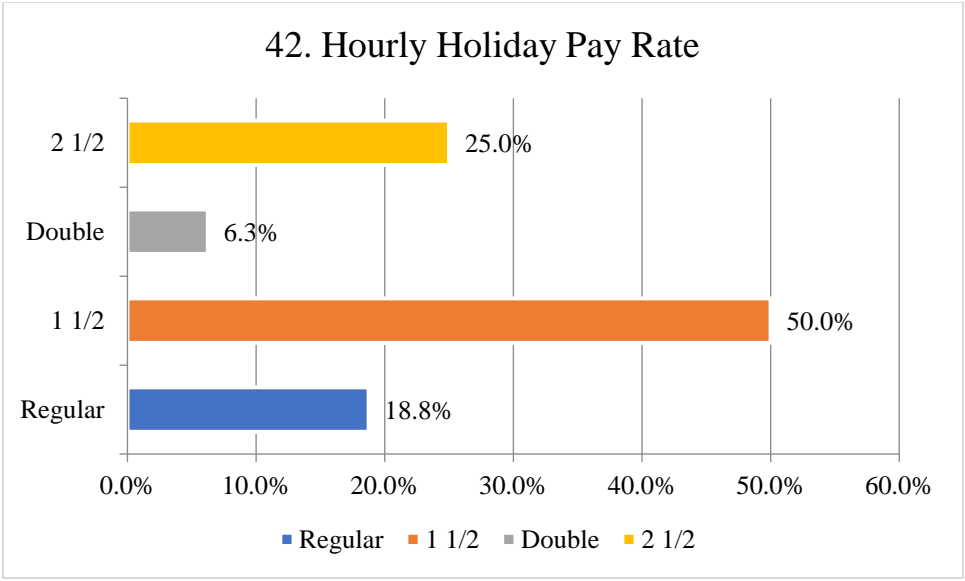


Figure 42 Hourly Holiday Pay Rate, n = 16

50% of the 16 companies who responded to this question pay staff at 1½ time on holidays. About 25% pay double-and-a-half time on holidays.

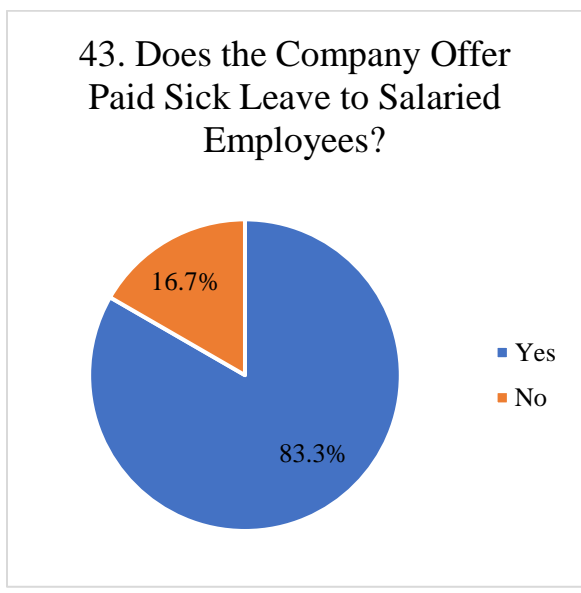


Figure 43 Does the Company Offer Paid Sick Leave to Salaried Employees? n = 18

83.3% of the surveyed companies offer paid sick leave to Salaried Employees.

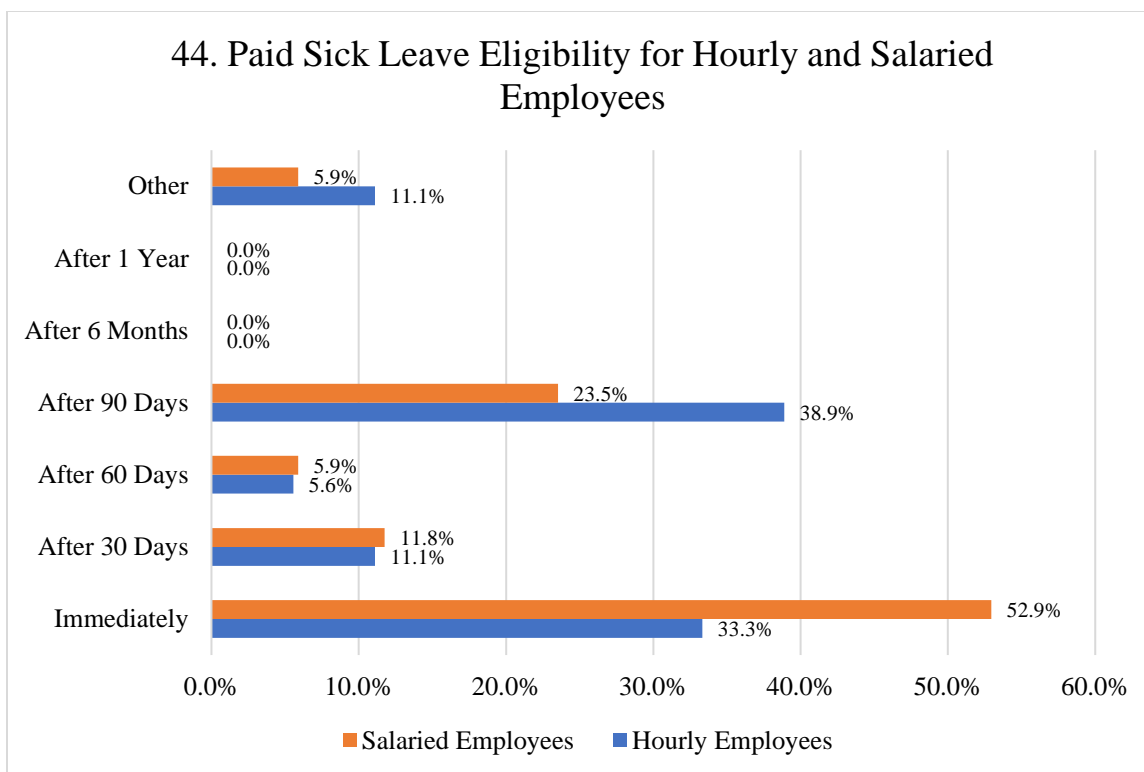


Figure 44 Paid Sick Leave Eligibility for Hourly and Salaried Employees, n = 18 (hourly), n = 17 (salaried)

Over half of the surveyed companies indicated that Salaried Employees are immediately eligible for paid sick leave upon hire. 11.8% are eligible after 30 days, 5.9% after 60 days, and 23.5% after 90 days. Similar benefits for Hourly Employees were a bit more delayed. One third of the surveyed companies responded that Hourly Employees are immediately eligible for paid sick leave upon hire. 11.1% are eligible after 30 days, 5.6% after 60 days, and 38.9% after 90 days.

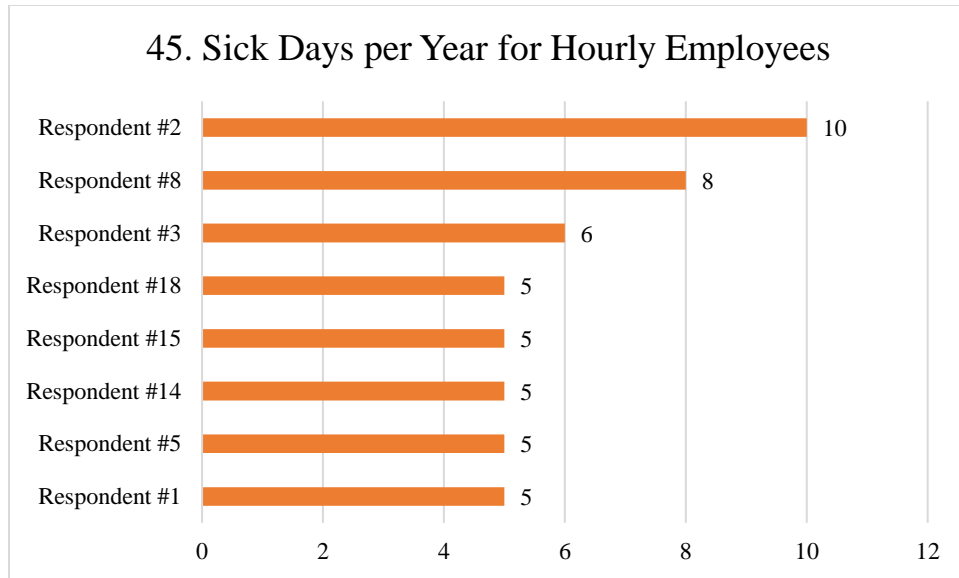


Figure 45 Sick Days per Year for Hourly Employees, $n = 8$

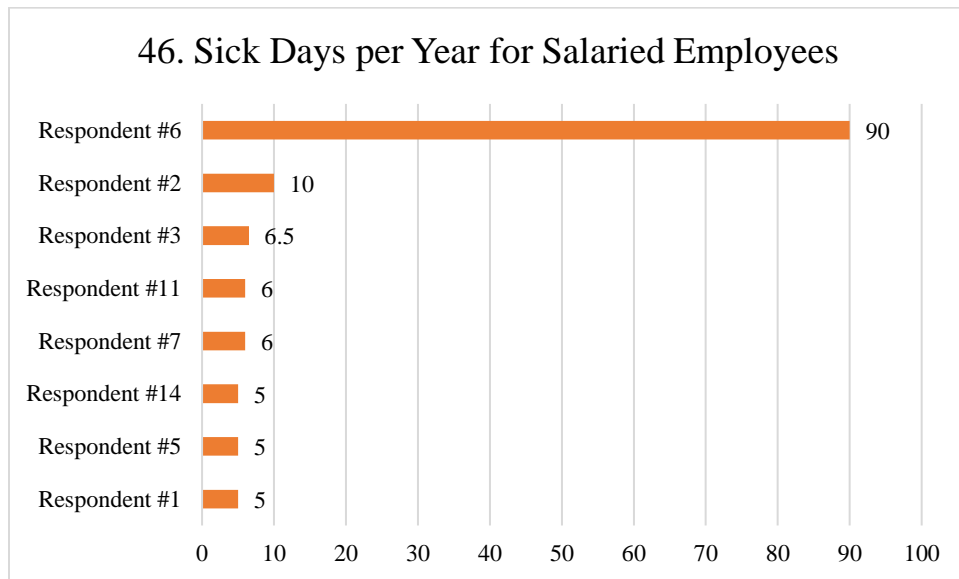


Figure 46 Sick Days per Year for Salaried Employees, $n = 8$

According to data from 8 companies, hourly employees were allowed on average 6 paid sick days a year. Salaried employees, on the other hand, were allowed on average 16 paid sick days a year. This difference is largely due to data from Respondent #6.

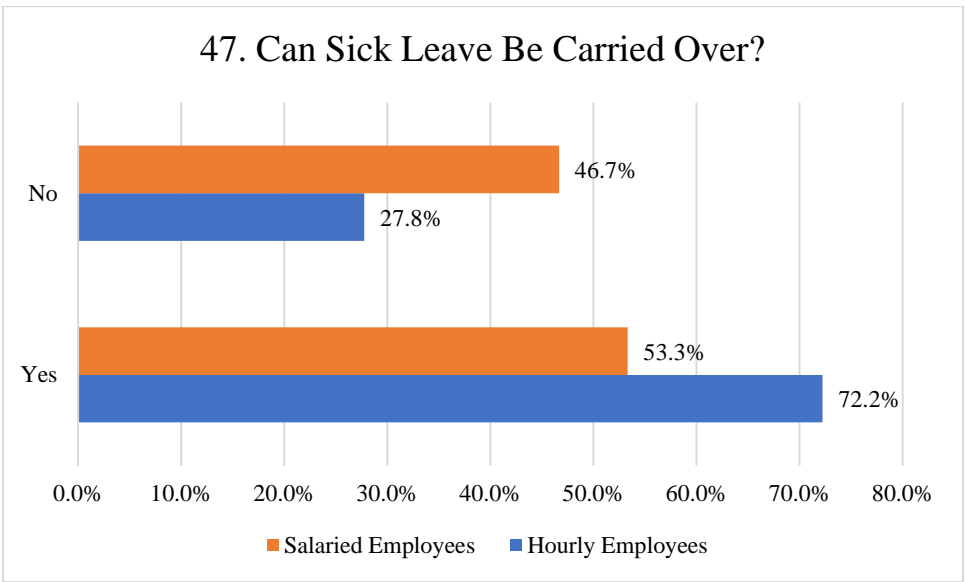


Figure 47 Can Sick Leave Be Carried Over? n = 18 (hourly), n = 15 (salaried)

Generally, sick leave can be carried over for Hourly Employees of the surveyed companies. According to the responses, only 27.8% of the surveyed companies do not allow sick leave to be carried over for Hourly Employees. However, for salaried employees, about half of the companies do not allow sick leave to be carried over.

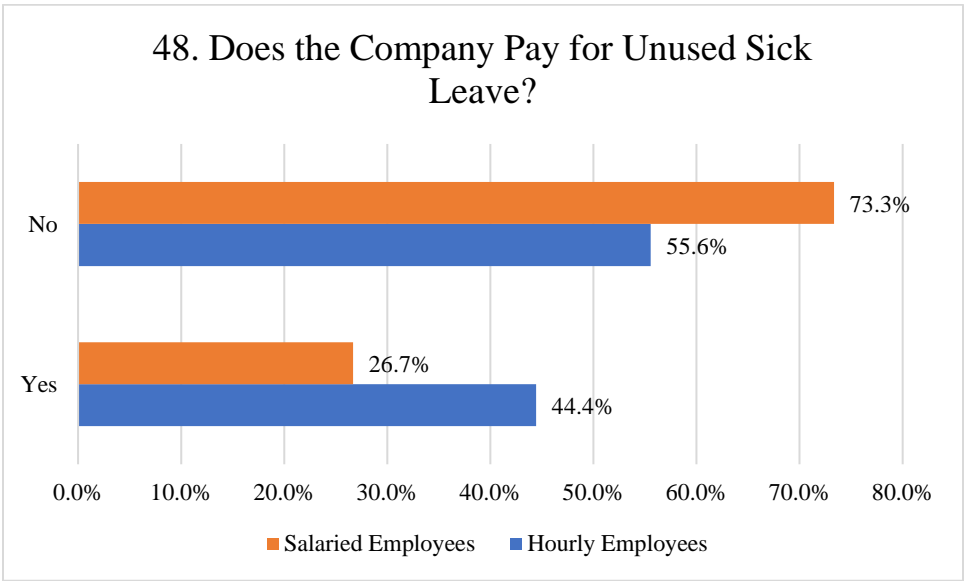


Figure 48 Does the Company Pay for Unused Sick Leave? n = 18 (hourly), n = 15 (salaried)

Nearly three quarters, 73.3%, of the surveyed companies do not pay for unused sick leave for Salaried Employees. Over half, 55.6%, do not pay for unused sick leave for Hourly Employees.

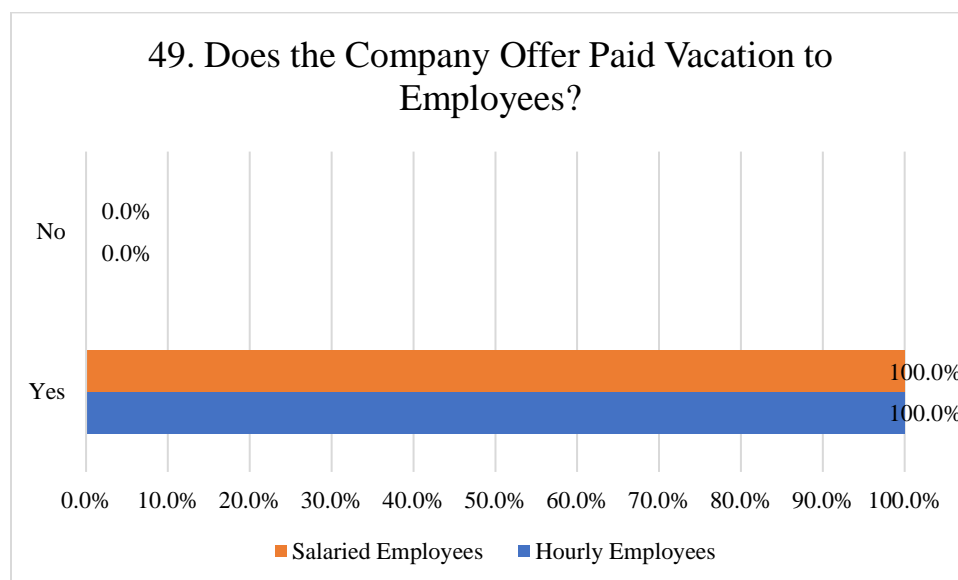


Figure 49 Does the Company Offer Paid Vacation to Employees? n = 18

All companies indicated that they offer paid vacation to Salaried Employees and Hourly Employees.

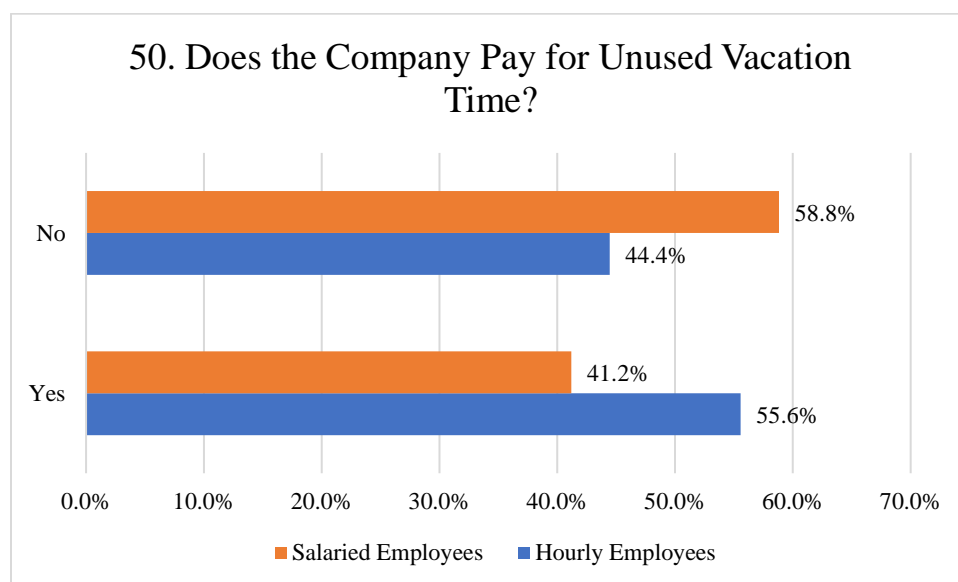


Figure 50 Does the Company Pay for Unused Vacation Time? n = 18 (hourly), n = 17 (salaried)

Generally, about half of the companies surveyed indicated that they pay for unused vacation time for both Salaried Employees and Hourly Employees, although less so for Salaried Employees.

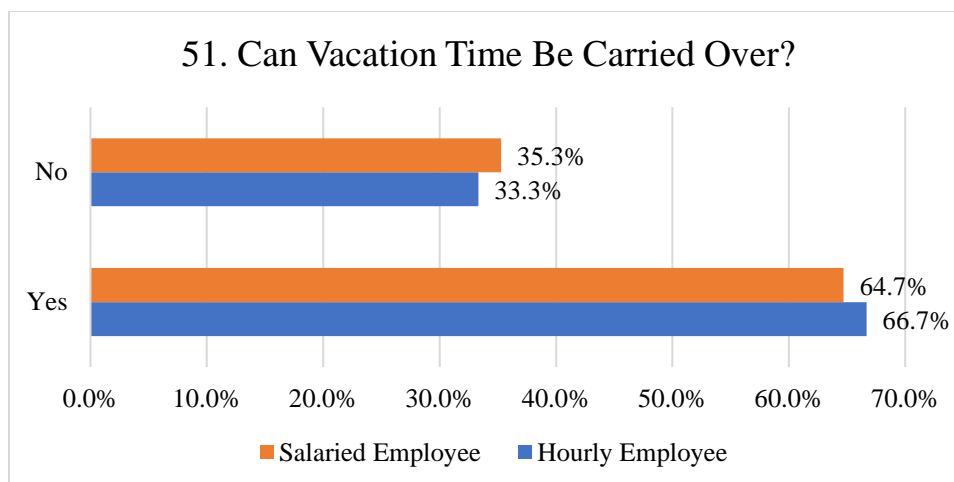


Figure 51 Can Vacation Time Be Carried Over? n = 18 (hourly), n = 17 (salaried)

The majority of the surveyed companies indicated that vacation time can be carried over for both Salaried and Hourly Employees.

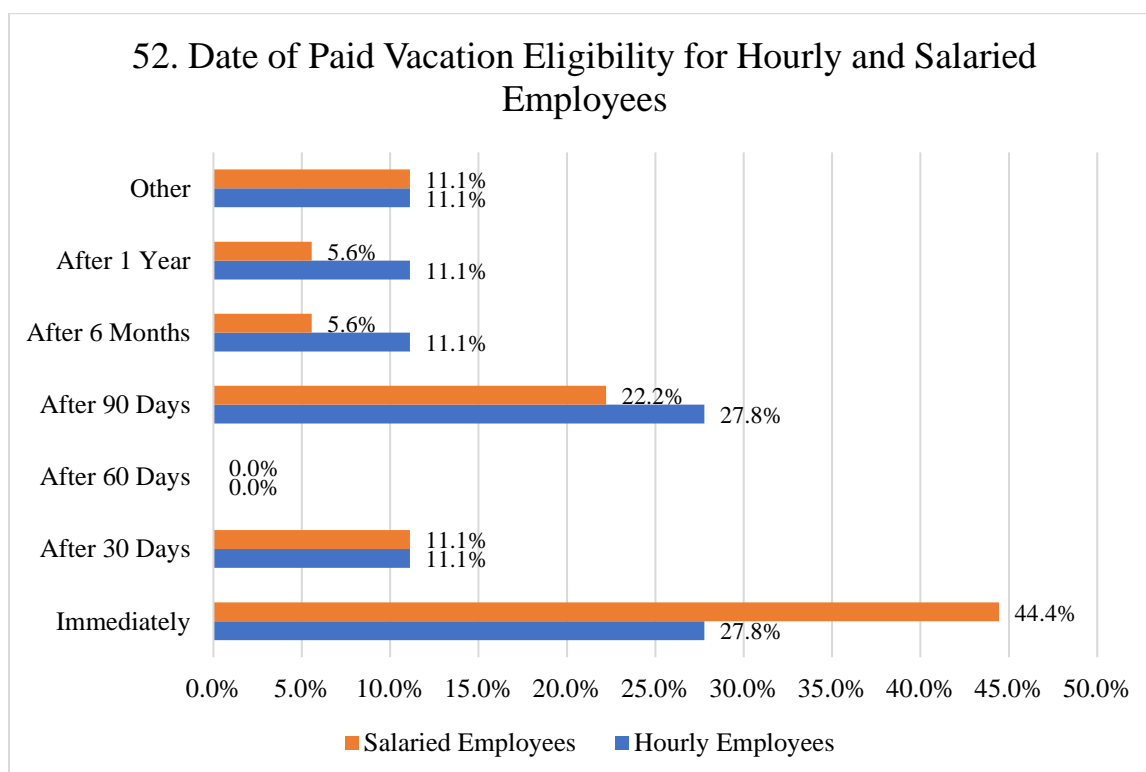


Figure 52 Date of Paid Vacation Eligibility for Hourly and Salaried Employees, n = 18

The majority, 44.4%, of surveyed companies indicated that Salaried Employees are immediately eligible for paid vacation. 27.8% indicated that Hourly Employees are immediately eligible.

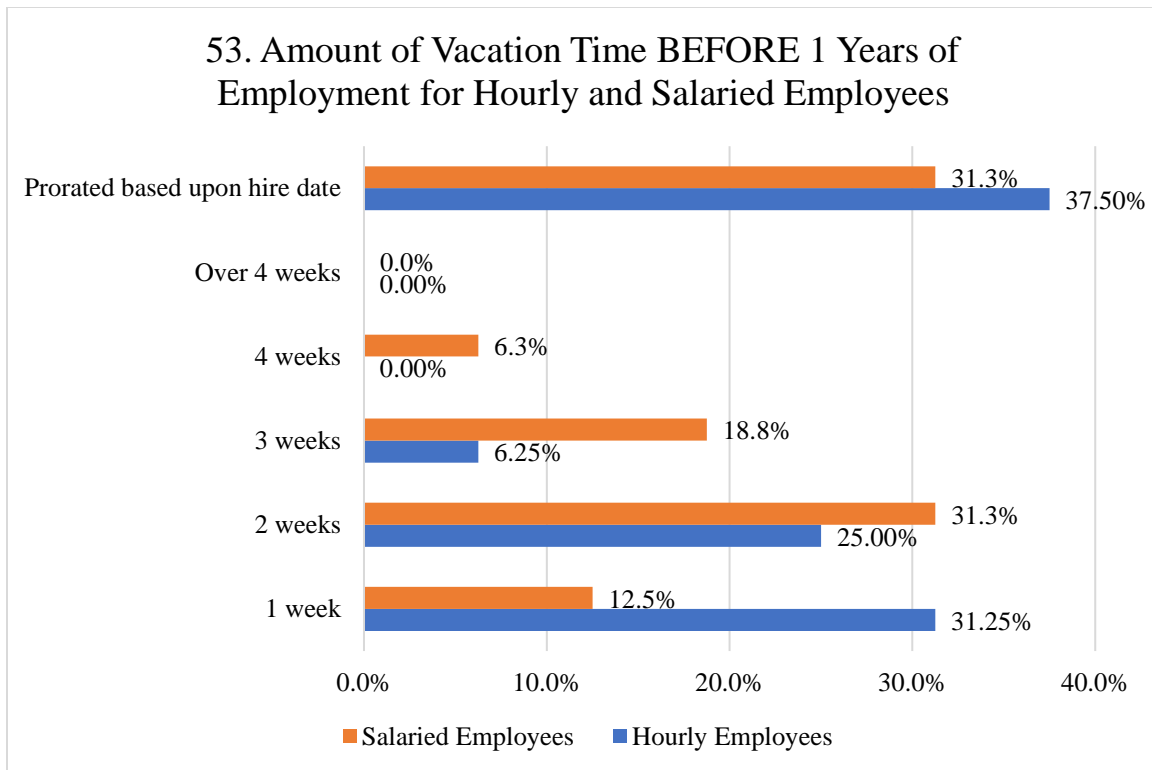


Figure 53 Amount of Vacation Time BEFORE 1 Years of Employment for Hourly and Salaried Employees, n = 16

For both Salaried Employees and Hourly Employees, about one third of the surveyed companies indicated that employees have their vacation time prorated upon hire date before one year of employment. Almost a third, 31.25%, of surveyed companies indicated that they offered one week of vacation time to Hourly Employees in the first year of employment, while one eighth indicated they offered 1 week of vacation time to Salaried Employees in the first year of employment. About a third, 31.3%, of companies indicated that Salaried Employees are offered 2 weeks of vacation time in the first year of employment, while one fourth indicated the same for Hourly Employees.

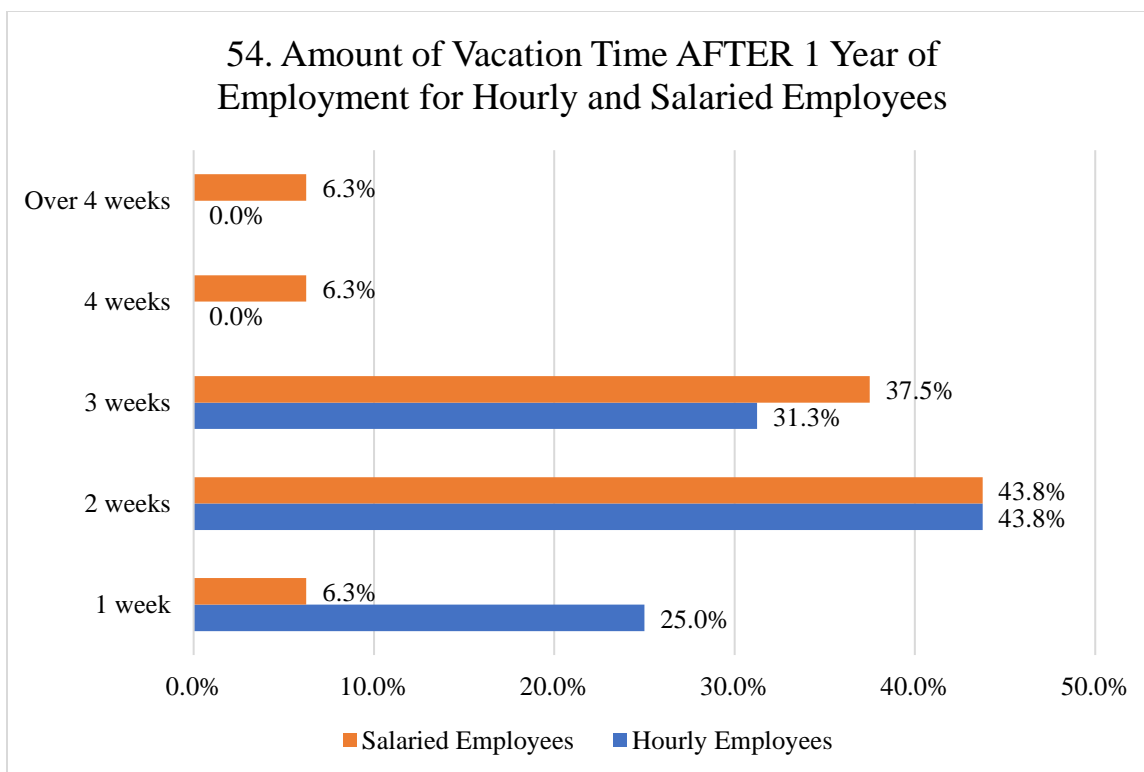


Figure 54 Amount of Vacation Time AFTER 1 Years of Employment for Hourly and Salaried Employees, n = 16

For both Salaried Employees and Hourly Employees, more than 40% of surveyed companies indicated employees have 2 weeks of vacation time after one year of employment. Over a third, 37.5%, of surveyed companies indicated that they offer 3 weeks of vacation time to Salaried Employees after 1 year of employment. A little less than a third, 31.3%, indicated that they offer 3 weeks of vacation time to Hourly Employees after one year of employment. About a quarter of the surveyed companies indicated that Hourly Employees have 1 week of paid vacation after one year of employment.

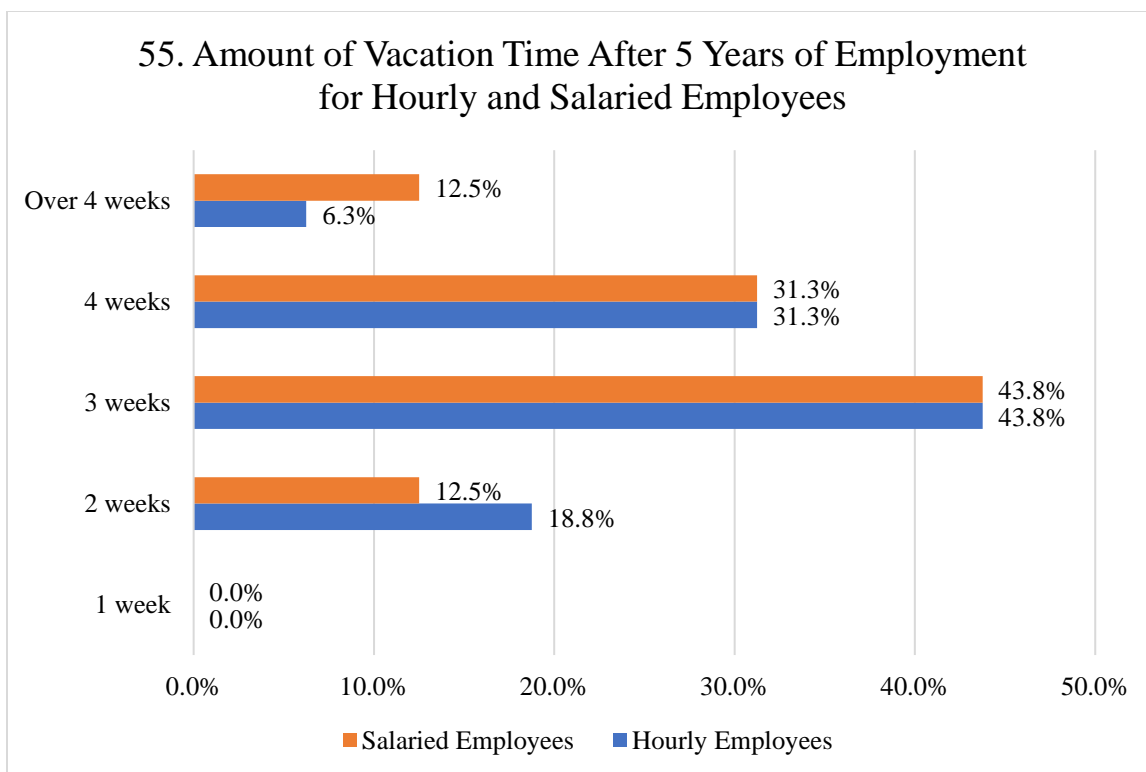


Figure 55 Amount of Vacation Time After 5 Years of Employment for Hourly and Salaried Employees, n = 16

For both Salaried Employees and Hourly Employees, over 40% of surveyed companies indicated employees have 3 weeks of vacation time after five years of employment. Nearly a third, 31.3%, of surveyed companies indicated that they offer 4 weeks of vacation time to both Hourly and Salaried Employees after five years of employment. No companies indicated that employees receive only 1 week of vacation after five years of employment.

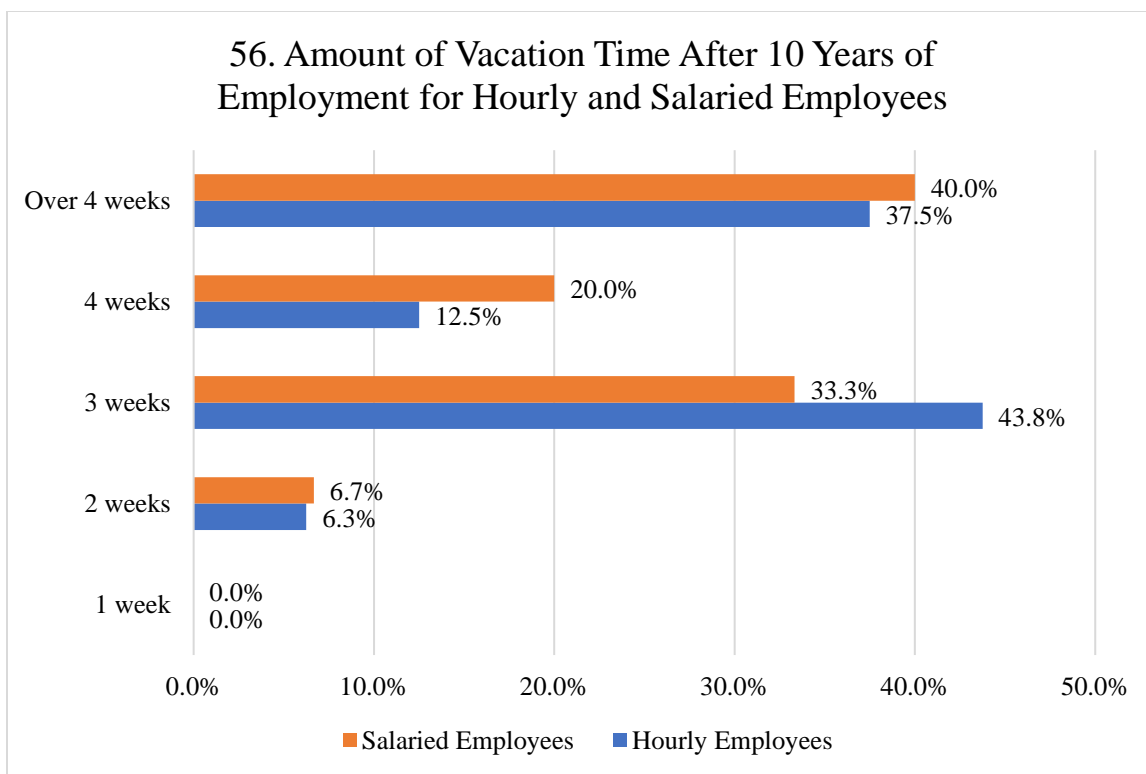


Figure 56 Amount of Vacation Time After 10 Years of Employment for Hourly and Salaried Employees, n = 16 (hourly), n = 15 (salaried)

For both Salaried Employees and Hourly Employees, about 40% of surveyed companies indicated employees have over 4 weeks of vacation time after ten years of employment. 43.8% of surveyed companies indicated that they offer 3 weeks of vacation time to Hourly Employees after ten years of employment, while one third of surveyed companies indicated that they offer 3 weeks of vacation time to Salaried Employees after ten years of employment. No companies indicated that employees receive only 1 week of vacation after a decade of employment.

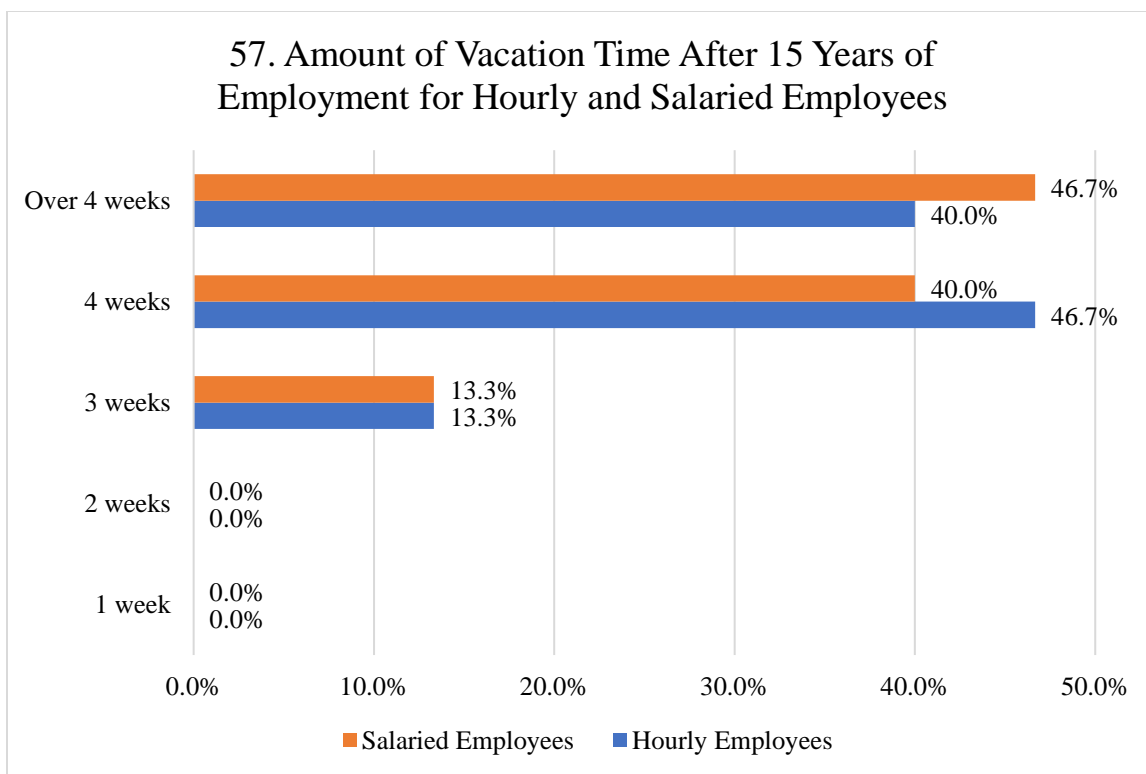


Figure 57 Amount of Vacation Time After 15 Years of Employment for Hourly and Salaried Employees, n = 15

Nearly 90% of the responding companies (15) indicated that both Salaried Employees and Hourly Employees receive 4 weeks or more of vacation time after fifteen years of employment. 13.3% indicated that both Salaried Employees and Hourly Employees receive 3 weeks of vacation time after fifteen years of employment. No companies indicated that employees have only 1 week or 2 weeks of vacation after fifteen years of employment.

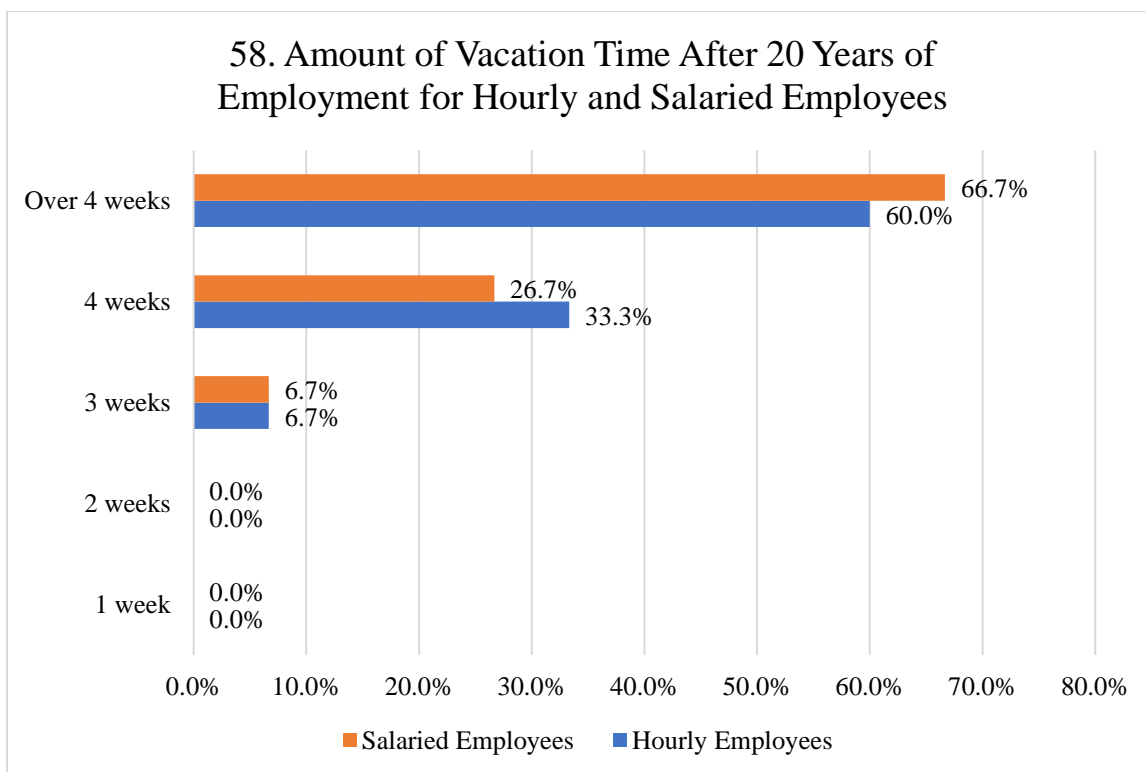


Figure 58 Amount of Vacation Time After 20 Years of Employment for Hourly and Salaried Employees, n = 15

Around two thirds of the responding companies (15) indicated that Salaried Employees and 60% of Hourly Employees receive over 4 weeks of vacation time after twenty years of employment. About a quarter, 26.7% indicated that their Salaried Employees receive 4 weeks of vacation time after twenty years of employment, while one third indicated that Hourly Employees receive 4 weeks of vacation time after 20 years of employment. No companies indicated that employees have only 1 week or 2 weeks of vacation after twenty years of employment.

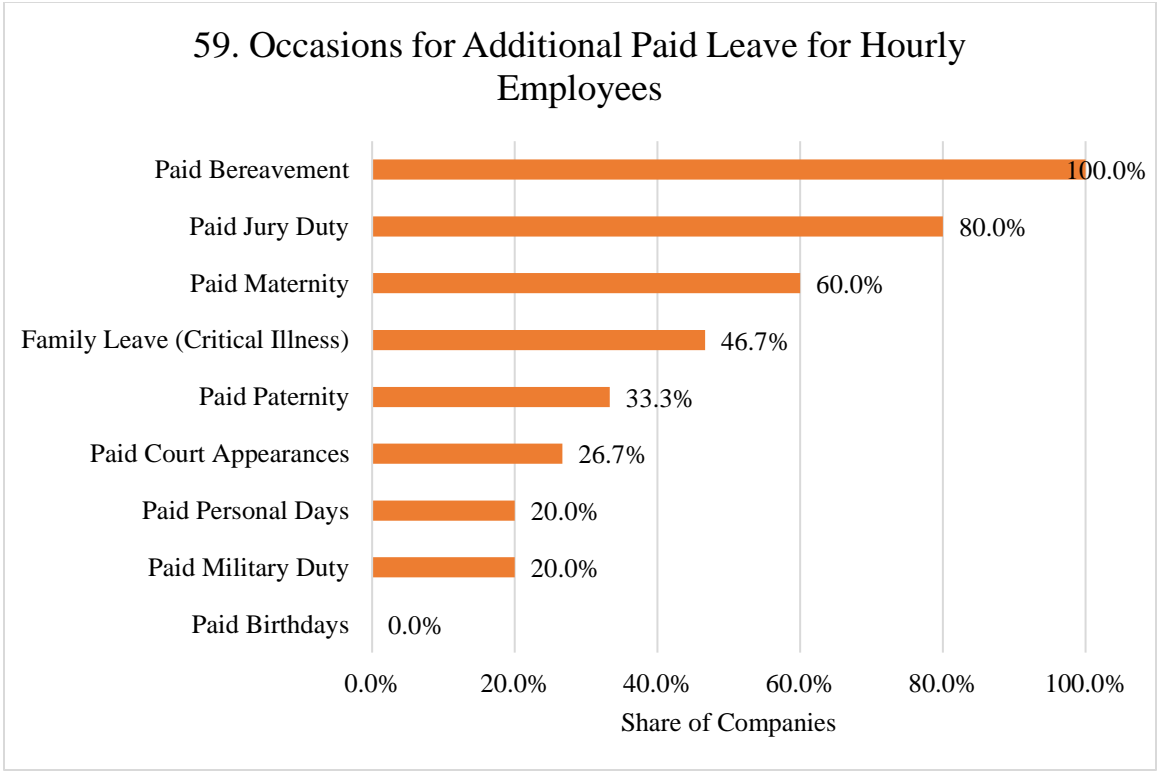


Figure 59 Occasions for Additional Paid Leave for Hourly Employees, n = 15

All the responding companies (15) give their Hourly Employees Paid Bereavement Leave. 80% offer them Paid Jury Duty Leave, and 60% give them Paid Maternity Leave.

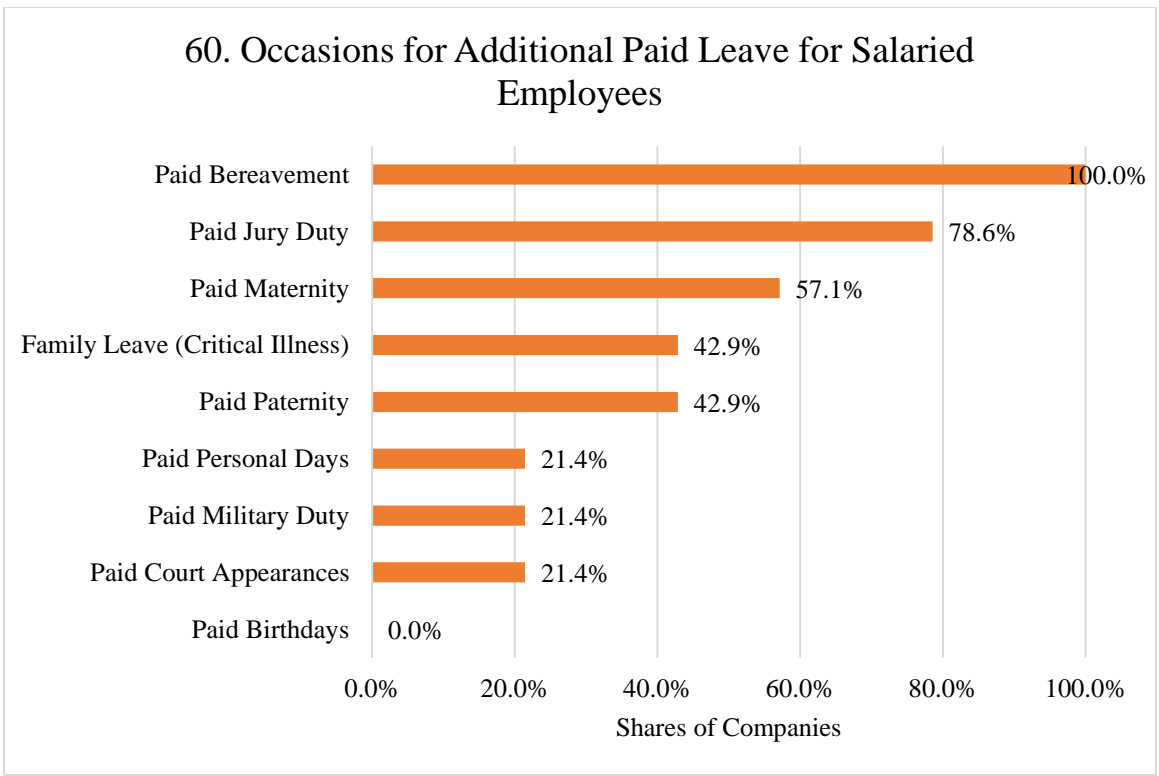


Figure 60 Occasions for Additional Paid Leave for Salaried Employees, n = 14

Similarly, all of the responding companies (14) give their Salaried Employees Paid Bereavement Leave. 76.8% offer them Paid Jury Duty Leave, and 57.1% give them Paid Maternity Leave.

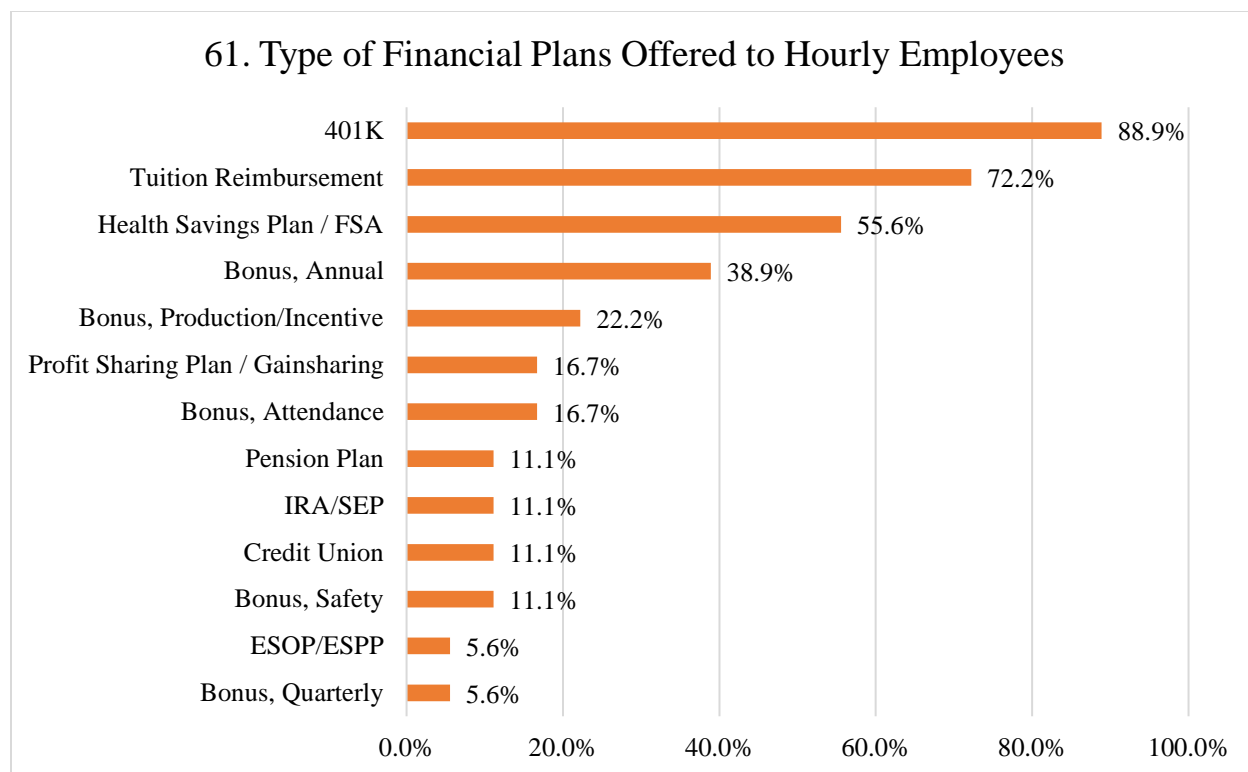


Figure 61 Type of Financial Plans Offered to Hourly Employees, n = 18

Nearly nine of ten (88.9%) of surveyed companies offer a 401K to their Hourly Employees. Nearly three quarters, 72.2%, also provide tuition reimbursement, and 55.6% offer a health savings plan or a FSA.

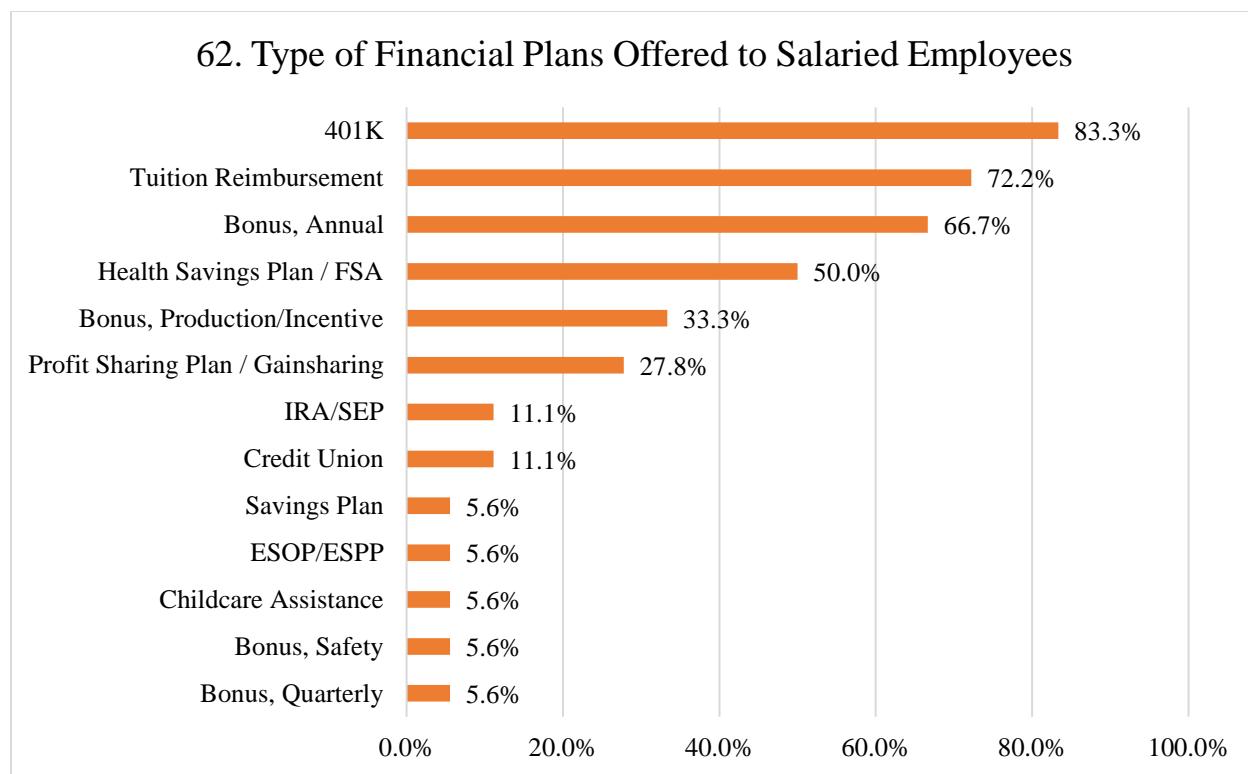


Figure 62 Type of Financial Plans Offered to Salaried Employees, n = 18

A strong majority, 83.3%, of surveyed companies offer a 401K to their Salaried Employees. Nearly three quarters, 72.2%, also provide tuition reimbursement, and two thirds offer an annual bonus.

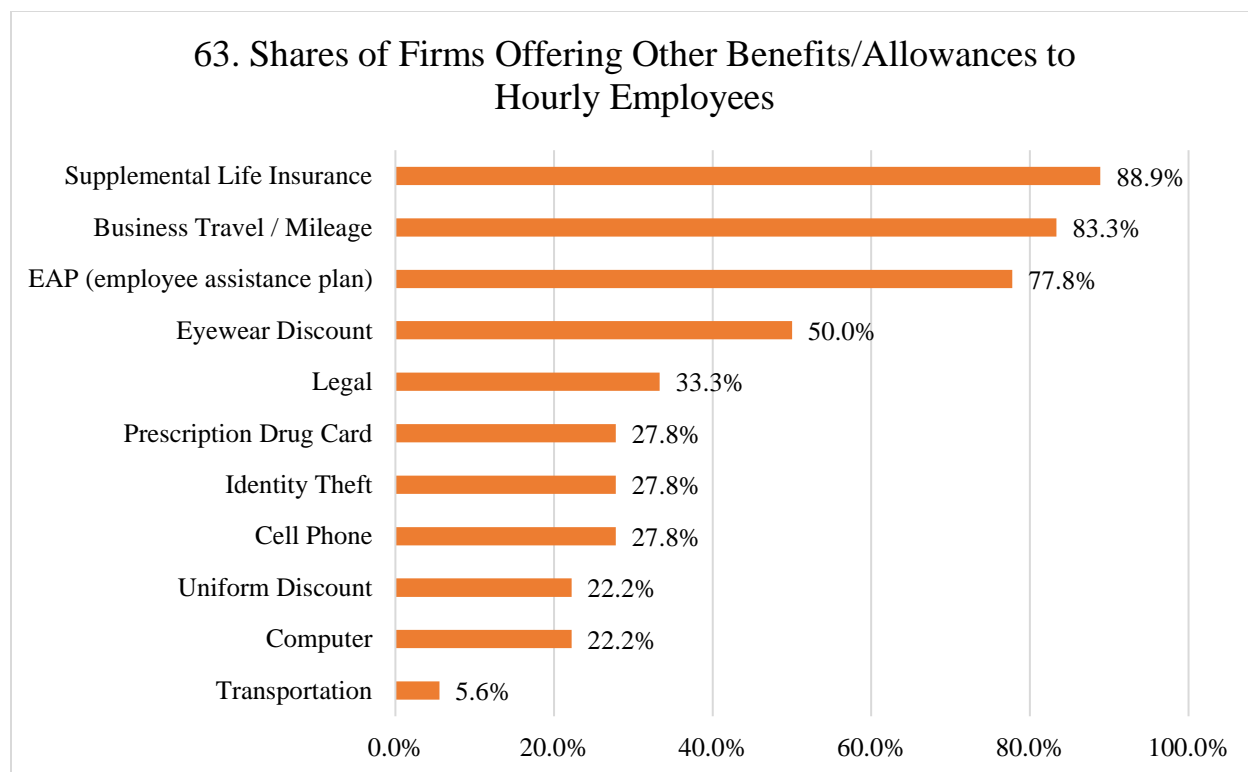


Figure 63 Shares of Firms Offering Other Benefits/Allowances to Hourly Employees, n = 18

Most, 88.9%, of the surveyed companies offer supplement life insurance to their Hourly Employees. Slightly less, 83.3%, provide business travel and mileage benefits, while over three quarters, 77.8%, offer employee assistance plans.

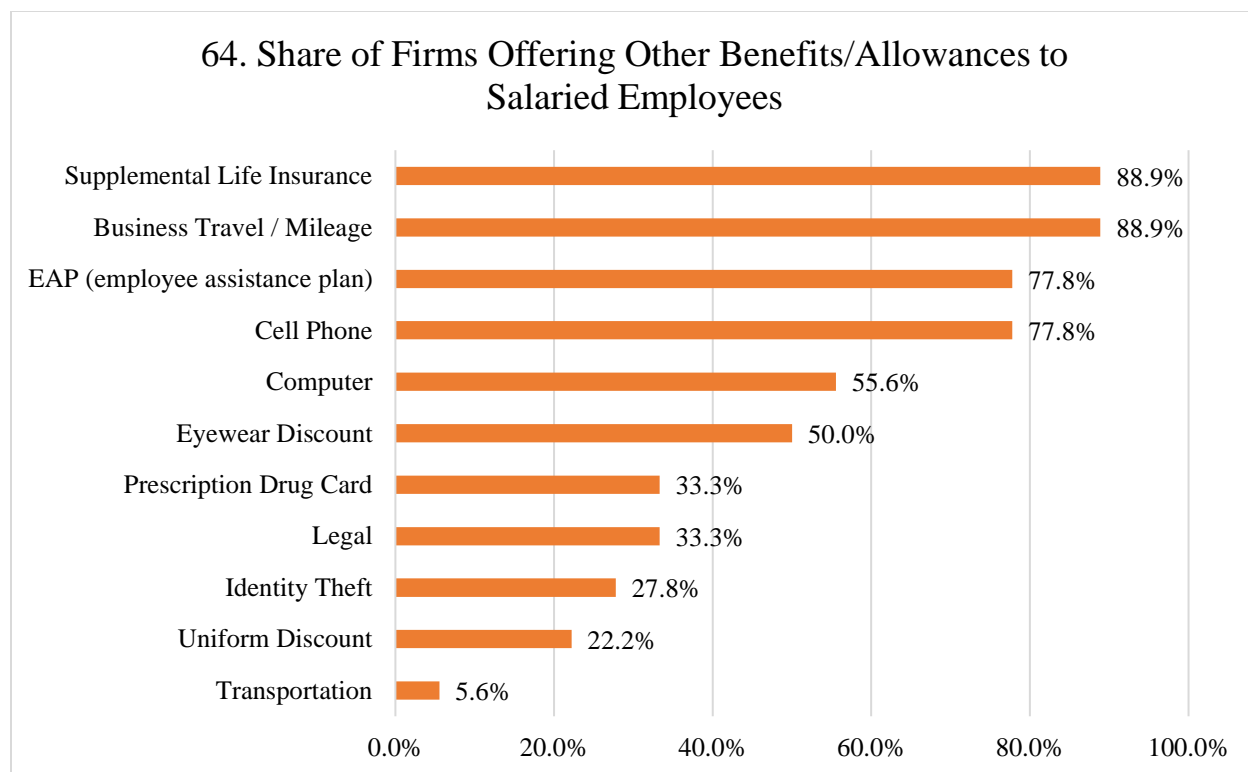


Figure 64 Share of Firms Offering Other Benefits/Allowances to Salaried Employees, n = 18

Similarly, most (88.9%) of surveyed companies offer supplement life insurance to their Salaried Employees, and the same portion offer business travel and mileage benefits. Over three quarters, 77.8%, provide employee assistance plans, and the same portion offer a cell phone benefit.

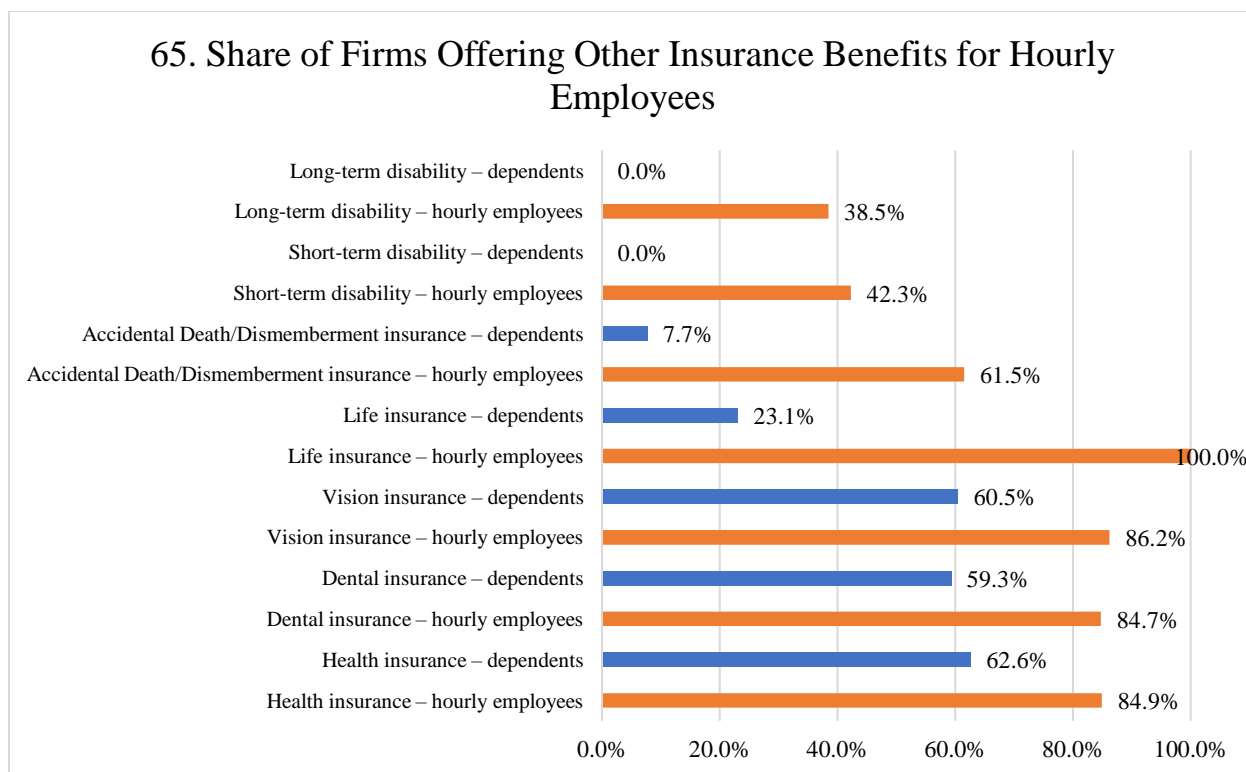


Figure 65 Share of Firms Offering Other Insurance Benefits for Hourly Employees, n = 14

Among insurance benefits, 100% of surveyed companies offer life insurance to their Hourly Employees. The majority also provide Vision Insurance (86.2%), Dental Insurance (84.7%), and Health Insurance (84.9%). 42.3% offer short-term disability insurance, and 38.5% offer long-term disability insurance. Generally, dependents are less likely to be provided additional insurance benefits than the employees themselves.

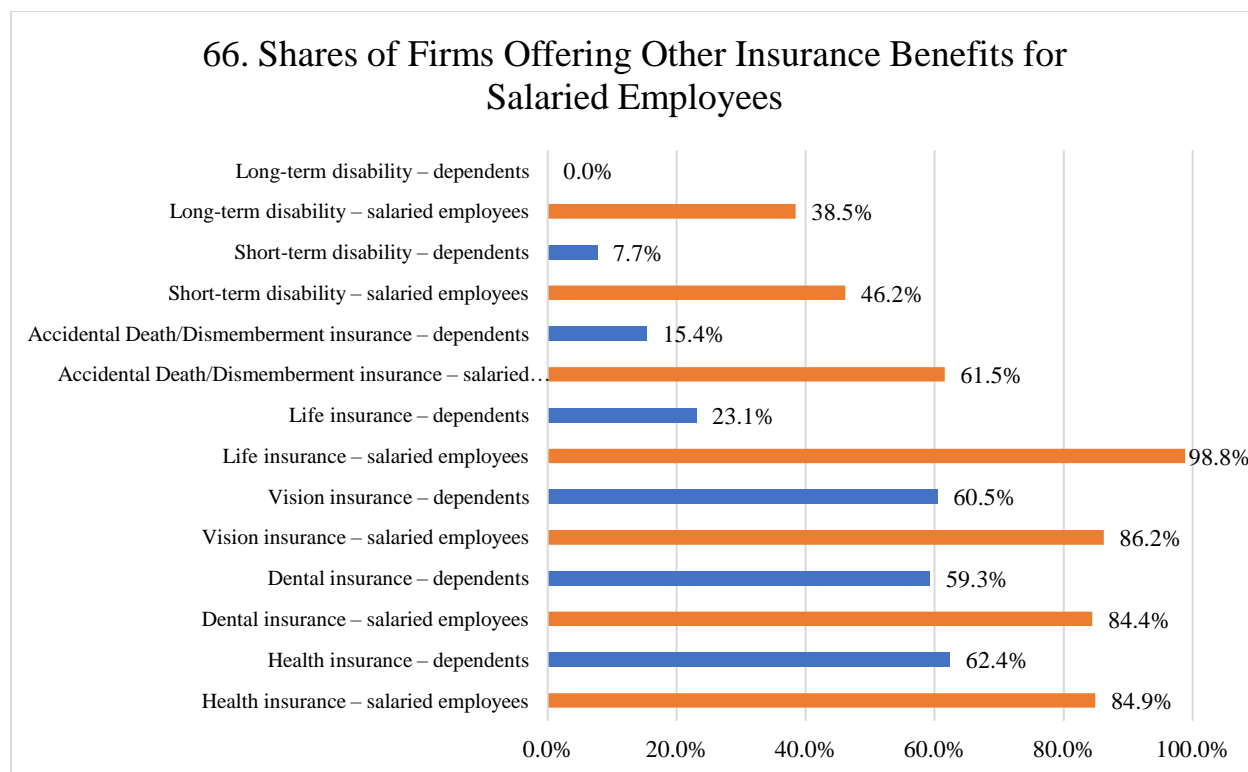


Figure 66 Shares of Firms Offering Other Insurance Benefits for Salaried Employees, n = 14

Nearly all, 98.8%, of surveyed companies offer life insurance to their Salaried Employees. The majority also provide Vision Insurance (86.2%), Dental Insurance (84.4%), and Health Insurance (84.9%). 46.2% offer short-term disability insurance, with 38.5% offering long-term disability insurance. Generally, as was the case with Hourly Employees, dependents are less likely to be provided additional insurance benefits than the employees themselves.

Wages

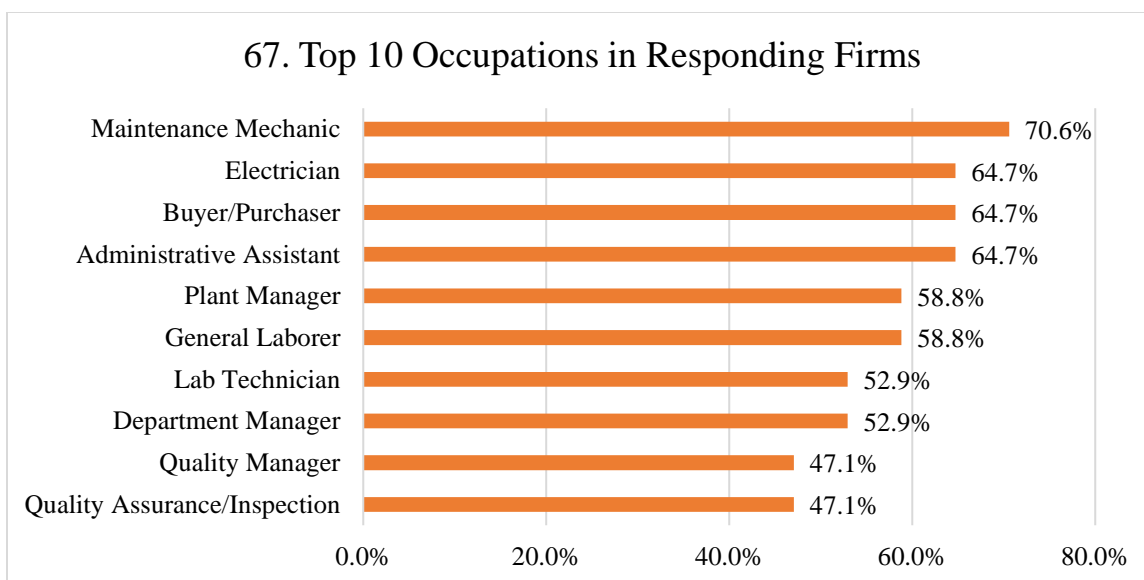


Figure 67 Top 10 Occupations in Responding Firms, n = 16

The three most common occupations among the responding companies are maintenance mechanics, electricians and buyers.

The following table lists the entry wages, average wages, average number of hourly employees, average salaries, and average number of salaried employees for a variety of occupations found at the surveyed companies. Each value is the average of each entry across all responding companies. This provides a glimpse of the average wages and salaries of different occupations within the Grant County business environment. A $n = x$ is provided for each value as companies did not respond to all occupations or all requested values. These n values may differ within the occupation. Any responses in which $n = 1$ are excluded to protect confidentiality of the responding companies.

Job Classification	Average Entry Wage Per Hour (Hourly Employees)	Average Wage Per Hour (Hourly Employees)	Average Number of Employees (Hourly)	Average Annual Salary (Salaried Workers)	Average Number of Employees (Salaried)
Accountant				\$96,371 (<i>n</i> = 3)	
Accounts Payable Clerk	\$17.58 (<i>n</i> = 6)	\$19.44 (<i>n</i> = 5)	1 (<i>n</i> = 5)		
Accounts Receivable Clerk	\$21.17 (<i>n</i> = 3)	\$27.10 (<i>n</i> = 3)	1 (<i>n</i> = 2)		
Administrative Assistant	\$18.46 (<i>n</i> = 7)	\$16.58 (<i>n</i> = 7)		\$55,000 (<i>n</i> = 2)	
Assembler	\$17.50 (<i>n</i> = 4)	\$21.83 (<i>n</i> = 4)	17 (<i>n</i> = 4)		
Bldg. & Grounds Maintenance	\$21.00 (<i>n</i> = 4)	\$23.50 (<i>n</i> = 4)	1.25 (<i>n</i> = 4)		
Bookkeeper	\$22.50 (<i>n</i> = 2)	\$23.00 (<i>n</i> = 2)	1 (<i>n</i> = 2)		
Buyer/Purchaser	\$23.33 (<i>n</i> = 3)	\$26.33 (<i>n</i> = 3)	1.3 (<i>n</i> = 3)	\$65,940 (<i>n</i> = 5)	2 (<i>n</i> = 5)
CNC Machinist/Programmer	\$31.51 (<i>n</i> = 3)	\$23.88 (<i>n</i> = 3)	1 (<i>n</i> = 2)		
Customer Service	\$20.40 (<i>n</i> = 2)	\$24.31 (<i>n</i> = 2)	1.5 (<i>n</i> = 2)		
Department Manager				\$103,836 (<i>n</i> = 5)	4.8 (<i>n</i> = 5)
Electrician	\$30.49 (<i>n</i> = 9)	\$34.62 (<i>n</i> = 5)	2 (<i>n</i> = 7)	\$97,784 (<i>n</i> = 2)	2.5 (<i>n</i> = 2)
Engineer				\$89,612 (<i>n</i> = 4)	3.5 (<i>n</i> = 4)
Engineering Manager				\$153,014 (<i>n</i> = 2)	1.5 (<i>n</i> = 2)
Engineering Technician	\$32.00 (<i>n</i> = 2)	\$37.57 (<i>n</i> = 2)	8 (<i>n</i> = 2)		
Fork Lift Operator	\$18.66 (<i>n</i> = 5)	\$25.35 (<i>n</i> = 5)	9.8 (<i>n</i> = 5)		
General Laborer	\$17.55 (<i>n</i> = 6)	\$22.45 (<i>n</i> = 5)	25.8 (<i>n</i> = 5)		
General Manager				\$167,500 (<i>n</i> = 2)	1 (<i>n</i> = 2)
Health and Safety Coordinator				\$80,499 (<i>n</i> = 3)	1 (<i>n</i> = 3)
Human Resources Assistant	\$16.50 (<i>n</i> = 2)	\$18.08 (<i>n</i> = 3)	1.3 (<i>n</i> = 3)		
Human Resources Manager				\$96,526 (<i>n</i> = 5)	1 (<i>n</i> = 5)

Job Classification	Average Entry Wage Per Hour (Hourly Employees)	Average Wage Per Hour (Hourly Employees)	Average Number of Employees (Hourly)	Average Annual Salary (Salaried Workers)	Average Number of Employees (Salaried)
Instrument Technician				\$40,001 (<i>n</i> = 2)	
Janitor	\$17.44 (<i>n</i> = 4)	\$20.57 (<i>n</i> = 4)	1.5 (<i>n</i> = 4)		
Lab Technician	\$18.96 (<i>n</i> = 6)	\$26.20 (<i>n</i> = 6)	4.5 (<i>n</i> = 6)		
Line Supervisor	\$20.42 (<i>n</i> = 3)	\$24.77 (<i>n</i> = 3)	5.3 (<i>n</i> = 3)	\$102,488 (<i>n</i> = 2)	3 (<i>n</i> = 2)
Logistics Lead	\$21.28 (<i>n</i> = 3)	\$26.42 (<i>n</i> = 3)	3 (<i>n</i> = 3)	\$63,655 (<i>n</i> = 2)	1 (<i>n</i> = 2)
Machine Operator - with Set-up	\$19.00 (<i>n</i> = 2)	\$26.78 (<i>n</i> = 2)			
Maintenance General	\$20.45 (<i>n</i> = 5)	\$28.64 (<i>n</i> = 3)	17.75 (<i>n</i> = 4)		
Maintenance Manager				\$97,214 (<i>n</i> = 4)	1 (<i>n</i> = 4)
Maintenance Mechanic	\$22.49 (<i>n</i> = 6)	\$30.60 (<i>n</i> = 7)	13.14 (<i>n</i> = 7)		
Materials Handler	\$21.33 (<i>n</i> = 2)	\$27.67 (<i>n</i> = 2)	1 (<i>n</i> = 2)		
Operations Manager				\$137,053 (<i>n</i> = 3)	1.7 (<i>n</i> = 3)
Operator - Chemical Production	\$22.33 (<i>n</i> = 2)	\$29.26 (<i>n</i> = 2)	8.5 (<i>n</i> = 2)		
Payroll Clerk	\$20.00 (<i>n</i> = 3)	\$22.33 (<i>n</i> = 3)	1 (<i>n</i> = 3)		
Plant Manager				\$118,368 (<i>n</i> = 7)	1 (<i>n</i> = 7)
Production Manager				\$94,174 (<i>n</i> = 4)	2.3 (<i>n</i> = 4)
Production Operator	\$18.83 (<i>n</i> = 3)	\$28.33 (<i>n</i> = 3)	39.5 (<i>n</i> = 2)		
Quality Assurance/Inspection	\$21.48 (<i>n</i> = 4)	\$24.52 (<i>n</i> = 4)	34 (<i>n</i> = 4)		
Quality Manager				\$116,464 (<i>n</i> = 4)	1 (<i>n</i> = 4)
Sales Manager	\$48.00 (<i>n</i> = 2)	\$48.00 (<i>n</i> = 2)	1.5 (<i>n</i> = 2)		

Job Classification	Average Entry Wage Per Hour (Hourly Employees)	Average Wage Per Hour (Hourly Employees)	Average Number of Employees (Hourly)	Average Annual Salary (Salaried Workers)	Average Number of Employees (Salaried)
Shipping/Receiving Clerk	\$21.99 (<i>n</i> = 6)	\$23.86 (<i>n</i> = 5)	1.8 (<i>n</i> = 5)		
Team Leader	\$25.51 (<i>n</i> = 3)			\$73,129 (<i>n</i> = 2)	3.5 (<i>n</i> = 2)
Truck Driver		\$21.69 (<i>n</i> = 2)	1 (<i>n</i> = 2)		
Warehouse Supervisor	\$21.23 (<i>n</i> = 2)	\$23.04 (<i>n</i> = 3)	2.3 (<i>n</i> = 3)		
Welder	\$22.94 (<i>n</i> = 2)	\$26.46 (<i>n</i> = 2)	3 (<i>n</i> = 2)		