

Tri County Wage & Benefits Survey

This year, the St. Joseph County EDC partnered with the Branch County Economic Growth Alliance and the Hillsdale County Industrial Development Commission to produce a 35-page wage and benefits survey for the tri-county area. The survey and results are the property of the Branch County Economic Growth Alliance. Copies are free to survey participants and \$25 to all others. This year, we received responses from 36 companies employing over 3,600 workers.

In the area of benefits, information was collected on the following:

- Vacation Schedules
- Medical Plans
- Additional Benefit Plans
- Educational Assistance
- Section 125 Plans
- Retirement Plans
- Automobile Reimbursement Programs
- Relocation Programs
- Exempt Overtime Programs
- Employee Assistance Programs
- Wellness Programs

In terms of wages, data was collected on the following positions:

- Skilled Workers
- Semi-Skilled/Technical Workers
- General Labor
- Plant Manager
- Plant Superintendent (Manufacturing Manager)
- Plant Supervisor
- Team/Group Leader
- Skilled Trades Supervisor
- Executive Secretary/Administrative Assistant
- Secretary
- Switchboard Operator/Receptionist
- General Clerk
- Controller
- Accounting Manager
- Staff Accountant
- Accounts Payable – Senior
- Accounts Payable – Junior
- Accounts Receivable – Junior
- Cost Accountant
- Human Resources Manager

- Human Resources Assistant
- Human Resources Administrator
- Payroll Assistant
- Information Technology Manager
- Systems Analyst/Programmer
- PC Coordinator
- Sales Manager
- Account Manager
- Customer Service Representative
- Order Entry Clerk
- Vice President Sales & Marketing
- Purchasing Manager
- Senior Buyer
- Buyer
- Shipping/Receiving Supervisor
- Shipping/Receiving Clerk
- Lift Truck Driver
- Truck Driver – Local
- Stockroom Chaser/Attendant
- Scheduler
- Quality Manager
- Quality Engineer
- Quality Technician
- Quality Supervisor
- Quality Inspector
- Product Engineering Manager
- Product Engineer
- Design Engineer
- Project Engineer
- Process Engineer
- Industrial Engineer
- Manufacturing Engineering (Manager)
- Production Temporary

Sample Benefits Information

Medical Plans

All but two employers reported offering medical insurance. Of those that offer medical insurance, thirty-two percent of companies are self-insured and eighty-two percent require an employee contribution. Seventy-two percent provide short-term disability. Sixty-one percent provide long-term disability. Ninety-two percent provide life insurance.

Average company cost per employee per year:

Single	\$2,626
Family	\$6,147

Sample Wage Information (Glossary of Terms Provided Below)

Skilled Workers

Description: Generally reports to skilled trades supervisor; may require Journeyman's card; duties may include maintaining equipment, facility, building, or repair of dies, plumbing or electrical duties. Examples may include: millwright, plant maintenance, machine repair, tool maker, pipe fitter, or industrial electrician.

Category	Eers	Ees	Hourly	Wage	AVG	AVG	Percentile		
			AVG	W.A.	MIN	MAX	25TH	50TH	75TH
All Employers	28	168	16.91	16.99	13.71	19.04	14.86	16.14	19.65
Region 1	8	61	17.09	17.02	14.51	18.65	14.86	16.14	18.77
Region 2	8	61	16.82	17.01	14.21	19.89	13.61	15.00	19.65
Region 3	12	46	16.68	16.26	13.03	18.74			
Size <50	12	37	17.50	19.26	13.29	19.02	14.86	15.00	20.08
Size 50 - 150	7	32	15.71	15.54	13.17	19.24			
Size >150	8	96	17.12	16.54	14.74	19.15	16.14	16.31	19.03

Semi-Skilled/Technical Workers

Description: Requires technical training or specialized on-the-job training (OJT). Jobs may include: set-up of screw machines, CNC equipment, robotic welders, lathes or mills. Also, CNC operators, screw machine operators, machinists, welders and technical assembly.

Category	Eers	Ees	Hourly	Wage	AVG	AVG	Percentile		
			AVG	W.A.	MIN	MAX	25TH	50TH	75TH
All Employers	26	619	13.31	12.53	11.25	14.75	11.60	13.00	14.95
Region 1	7	258	13.11	11.71	11.56	14.74	10.24	13.13	14.95
Region 2	6	53	13.26	16.24	12.48	15.50	11.60	11.93	13.73
Region 3	13	308	13.87	12.97	10.76	14.53			
Size <50	11	129	13.43	13.55	8.70	14.36	12.50	13.00	16.04
Size 50 - 150	8	114	13.99	15.57	13.21	16.14			
Size >150	7	376	12.48	11.13	11.42	14.06			

General Labor

Description: Requires minimal training to become proficient. Jobs may include: assembler (general), janitor or general machine operator (punch press, broach, etc.).

Category	Eers	Ees	Hourly	Wage	AVG	AVG	Percentile		
			AVG	W.A.	MIN	MAX	25TH	50TH	75TH
All Employers	24	931	11.00	10.77	9.84	12.65	9.24	11.00	12.18
Region 1	5	93	11.38	11.30	10.24	12.19			
Region 2	6	384	10.97	10.64	10.27	13.23	9.24	11.00	12.18
Region 3	13	454	10.42	10.81	9.52	12.65			
Size <50	6	53	9.75	9.74	8.54	11.66			
Size 50 - 150	10	280	11.80	11.79	10.29	13.32			
Size >150	7	548	10.95	10.61	9.90	12.29	9.24	11.00	12.18

Plant Manager

Description: Responsible for the overall operation of a plant or processing facility; integrates plant activities into the business plan for the company.

Category	Eers	Ees	Annual	Wage	AVG	AVG	Percentile		
			AVG	W.A.	MIN	MAX	25TH	50TH	75TH
All Employers	19	25	71,902	71,414	62,586	88,004	50,000	72,800	85,010
Region 1	4	6	63,770	55,846	41,667				
Region 2	5	6	74,885	74,468	66,253	85,909			
Region 3	10	13	78,768	84,437	69,457	93,331			
Size <50	6	11	65,326	67,958	34,500	72,333			
Size 50 - 150	8	9	67,002	67,968	57,663	65,083			
Size >150	5	5			98,058	128,408			

Glossary of Terms

- Eers:** The number of respondents (employers) who fit the specified category (i.e., region, size, union representation).
- Ees:** The total number of employees, from all respondents, who fit the specified category.
- AVG:** The average wage of all respondents who fit the specified category.
- WA:** The weighted average of all the respondents who fit the specified category. Weighted averages were computed by multiplying the number of employees in the job group for an employer by the employer's average wage. These numbers were then summed and divided by the total number of employees in the job group.
- AVG MIN:** The minimum wage rate for the job category. This is actually an average of the "minimum wage" responses for all employers who fit the specified category.
- AVG MAX:** The maximum wage rate for the job category. This number is actually an average of the "maximum wage" responses for all employers who fit the specified category.
- 25th:** The rate below which 25% of the data falls. Percentile figures were only given where there were six or more respondents for a given category.

- 50th:** The rate below which 50% of the data falls (also called the Median). Percentile figures were only given when there were six or more respondents for a given category.
- 75th:** The rate below which 75% of the data falls. Percentile figures were only given where there were six or more respondents for a given category.
- Regional:** This category separates employers who responded to the particular job category according to their location.
- Region 1: Branch County
Region 2: Hillsdale County
Region 3: St. Joseph County
- Size:** This category separates employers who responded to the particular job category according to the number of total employees in the organization. There are three divisions: Less than 50 employees, between 50 and 150 employees, and 150 or ore employees.
- Union Rep:** This category separates employers who responded to the particular job category according to whether or not they have a collective bargaining unit.

St. Joseph County Human Resources Council – Wage & Benefits Survey

The St. Joseph County Human Resources Council operates as one of three councils of the St. Joseph County Economic Development Corporation. Last year, they commissioned a wage and benefits survey that should be available by June 2004.