



K-IRPC

Kankakee-Iroquois Regional Planning Commission

2006 REGIONAL WAGE AND BENEFITS SURVEY

Conducted by:



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INTRODUCTION

This report presents the results of the 2006 Kankakee-Iroquois Regional Planning Commission Wage and Benefits Survey. Sixty-seven organizations from seven (7) counties in northwest Indiana participated in the survey. The counties included are:

- Benton
- Jasper
- Newton
- Pulaski
- Starke
- Warren
- White

The report highlights compensation levels for 44 positions in 67 organizations throughout the seven county area. Some jobs will not appear due to fewer than five (5) jobs being reported in All Counties. The following jobs will not appear in the report: Applications Programmer, Maintenance Carpenter, Maintenance Plumber, Assembler – Electronic, Extrusion Operator, Extrusion Supervisor, Injection Molding Operator, Milling Machine Operator, and Nurse – LPN – Industrial. Participants were also asked to submit data on pay and benefits practices and programs.

The report is divided into the following sections:

- Introduction
- Participant Demographics
- Pay Programs and Increase Information
- Wage Data
- Benefits Information

Data is presented for the combined seven county area (called “All Counties”) and then is further broken out by individual county when there was sufficient data.

Survey questionnaires were distributed in September 2006 and returned to Compdata Surveys in November. Compdata Surveys audited data and contacted participants when responses were incomplete or required clarification, and compiled the results for this report.

Survey data was collected with an effective date of September 1, 2006.

Four (4) participants did not report organization revenue. For data requiring revenue information, only companies reporting revenue have been included.

Participants were asked to report the lowest and highest pay rate for each job. In cases of companies having only one (1) incumbent in a job, some participants reported different low and high rates (formal salary range data). For those cases, the low and high rates were changed to reflect the actual rate being paid. In cases where the low and high rates were left blank for jobs with one (1) incumbent, the actual rate being paid was reported for the low and high rates.

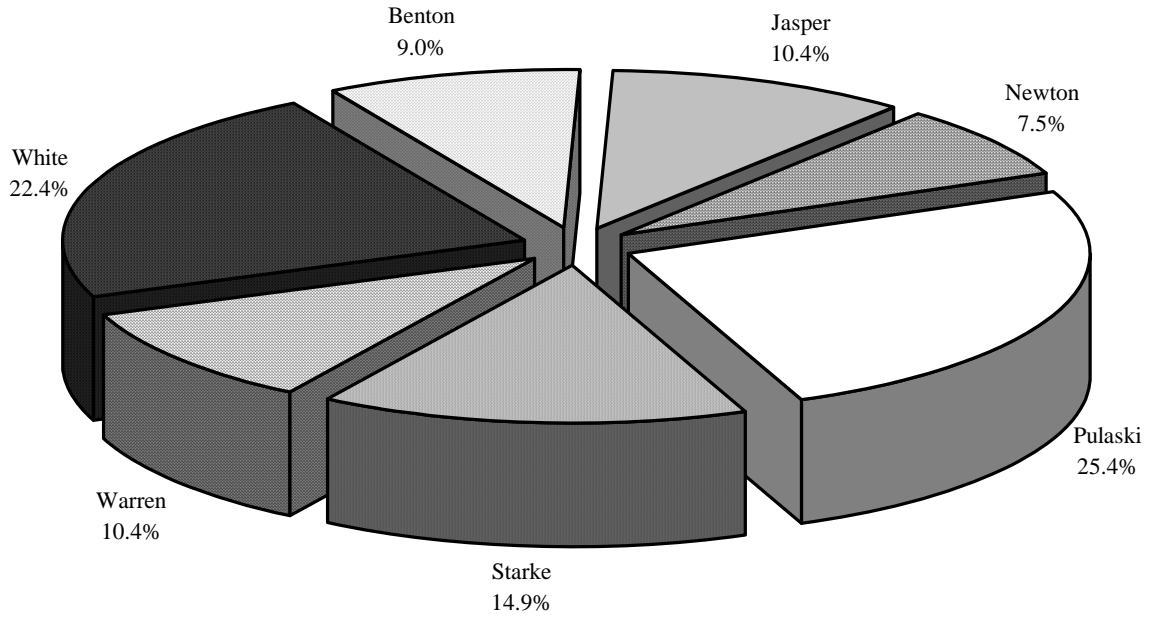
As a matter of policy, the data is maintained in absolute confidentiality and individual participant data is never revealed. No data elements are reported with fewer than five participating organizations. Where fewer than five companies responded, either “*.*” will be displayed, indicating insufficient data, or the breakout will not appear.

PARTICIPANT INFORMATION

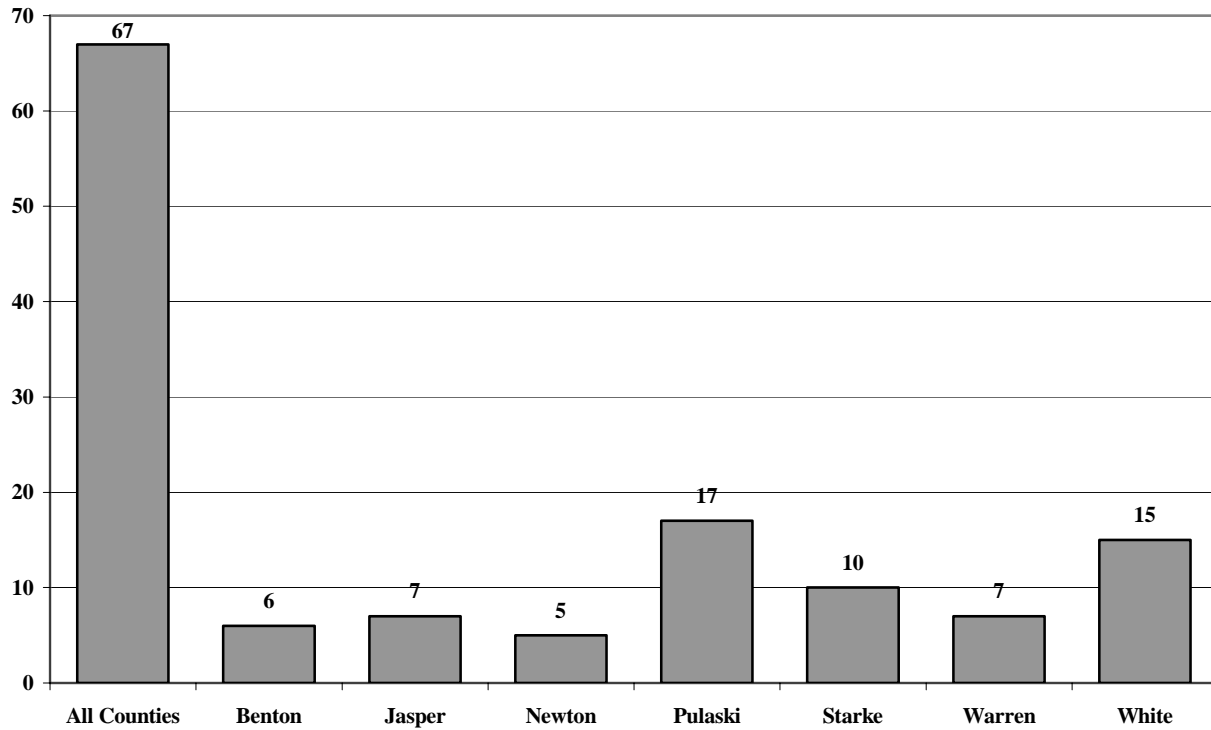
PARTICIPANT INFORMATION

Participating Organizations By County

Percent of Participating Employers by County



Number of Participating Employers by County



Participant Profile

Percent of Employers by Total Sales/Revenues/Operating Budget

Revenue Reported*	Benton	Jasper	Newton	Pulaski	Starke	Warren	White	All Counties
Under \$5.0	50.0	0.0	60.0	37.5	11.1	50.0	20.0	30.2
\$5.0 – \$24.9	50.0	33.3	40.0	25.0	55.6	16.7	46.7	38.1
\$25.0 - \$49.9	0.0	16.7	0.0	12.5	11.1	16.7	20.0	12.7
\$50.0 - \$99.9	0.0	33.3	0.0	18.8	22.2	16.7	6.7	14.3
\$100.0 – \$250.0	0.0	0.0	0.0	6.3	0.0	0.0	6.7	3.2
Over \$250.0	0.0	16.7	0.0	0.0	0.0	0.0	0.0	1.6

*All revenue categories expressed in millions

Percent of Participating Employers by Number of Employees

County	Up to 100	101-200	Over 200
Benton	83.3	16.7	0.0
Jasper	0.0	71.4	28.6
Newton	80.0	20.0	0.0
Pulaski	70.6	11.8	17.6
Starke	70.0	20.0	10.0
Warren	57.1	0.0	42.9
White	40.0	40.0	20.0
All Counties	56.7	25.4	17.9

Percent of Participating Employers by Industry

County	Manufacturing	Healthcare	Not-for-Profit	Other
Benton	66.7	16.7	0.0	16.7
Jasper	71.4	0.0	14.3	14.3
Newton	80.0	0.0	0.0	20.0
Pulaski	35.3	23.5	23.5	17.6
Starke	100.0	0.0	0.0	0.0
Warren	71.4	14.3	0.0	14.3
White	93.3	6.7	0.0	0.0
All Counties	71.6	10.4	7.5	10.4

Percent of Employers with Union Represented Employees

Union / Non-Union	Benton	Jasper	Newton	Pulaski	Starke	Warren	White	All Counties
Union	0.0	14.3	0.0	5.9	10.0	0.0	0.0	4.5
Non-Union	100.0	85.7	100.0	94.1	90.0	100.0	100.0	95.5

**PAY PROGRAMS
AND INCREASE
INFORMATION**

PAY PROGRAMS AND INCREASE INFORMATION

2006 Pay Increase Budgets

2006 Actual Pay Increase Budgets

County/Employee Group	# Orgs	Increase Budget Types				Total Budget
		Merit	General	Cost-of-Living	Other	
		Avg %	Avg %	Avg %	Avg %	Avg %
Benton						
Hourly	2					
Non-Exempt	2			Insufficient Data		
Exempt	2					
All Employees	4					
Jasper						
Hourly	3					
Non-Exempt	2			Insufficient Data		
Exempt	2					
All Employees	6					
Newton						
Hourly	2					
Non-Exempt	2			Insufficient Data		
Exempt	0					
All Employees	2					
Pulaski						
Hourly	10	1.1	**.	**.	**..	4.6
Non-Exempt	9	1.8	**..	**..	**..	**..
Exempt	10	1.6	**..	**..	**..	**..
All Employees	8	**..	**..	**..	**..	**..
Starke						
Hourly	7					
Non-Exempt	6			Insufficient Data		
Exempt	6					
All Employees	2					
Warren						
Hourly	5					
Non-Exempt	4			Insufficient Data		
Exempt	3					
All Employees	2					
White						
Hourly	5	**..	**..	**..	**..	**..
Non-Exempt	4	**..	**..	**..	**..	**..
Exempt	5	**..	**..	**..	**..	**..
All Employees	8	**..	**..	**..	**..	3.3
All Counties						
Hourly	34	2.0	3.9	1.8	**..	3.8
Non-Exempt	29	2.1	3.5	1.6	**..	3.5
Exempt	28	2.3	3.3	1.7	**..	3.7
All Employees	32	2.8	3.3	**..	**..	4.6

2007 Pay Increase Budgets

2007 Projected Pay Increase Budgets

County/Employee Group	# Orgs	Increase Budget Types				Total Budget
		Merit	General	Cost-of-Living	Other	
		Avg %	Avg %	Avg %	Avg %	Avg %
Benton						
Hourly	3					
Non-Exempt	2			Insufficient Data		
Exempt	2					
All Employees	4					
Jasper						
Hourly	1					
Non-Exempt	1			Insufficient Data		
Exempt	1					
All Employees	4					
Newton						
Hourly	1					
Non-Exempt	1			Insufficient Data		
Exempt	0					
All Employees	2					
Pulaski						
Hourly	8	.*	.*	.*	.*	4.6
Non-Exempt	8	2.9	.*	.*	.*	.*
Exempt	8	2.5	.*	.*	.*	.*
All Employees	7	.*	.*	.*	.*	.*
Starke						
Hourly	7					
Non-Exempt	7			Insufficient Data		
Exempt	7					
All Employees	2					
Warren						
Hourly	4					
Non-Exempt	3			Insufficient Data		
Exempt	2					
All Employees	3					
White						
Hourly	3					
Non-Exempt	3			Insufficient Data		
Exempt	4					
All Employees	7					
All Counties						
Hourly	27	2.8	3.8	2.0	.*	3.8
Non-Exempt	25	2.7	4.2	.*	.*	3.8
Exempt	24	2.7	3.6	.*	.*	3.6
All Employees	29	3.0	3.7	.*	.*	4.8

Pay Increase Methods

Percent of Employers Reporting Listed Methods for Any Employee Group

Increase Determination Method	Benton	Jasper	Newton	Pulaski	Starke	Warren	White	All Counties
Automatic Increase	50.0	42.9	20.0	17.6	10.0	0.0	40.0	25.4
Based on Length of Service	16.7	0.0	0.0	17.6	10.0	0.0	13.3	10.4
Merit Increase	66.7	57.1	60.0	47.1	70.0	71.4	73.3	62.7
Combination of Service/Merit	33.3	14.3	0.0	64.7	20.0	28.6	26.7	32.8
Union Contract Provisions	0.0	14.3	0.0	0.0	10.0	0.0	0.0	3.0
Other	16.7	28.6	0.0	17.6	20.0	14.3	0.0	13.4

Formal Performance Appraisal Systems

Percent of Employers Reporting Formal Performance Appraisal Systems

County	Hourly	Non-Exempt	Exempt
Benton	33.3	16.7	0.0
Jasper	71.4	85.7	85.7
Newton	80.0	60.0	60.0
Pulaski	76.5	70.6	82.4
Starke	90.0	90.0	90.0
Warren	85.7	57.1	71.4
White	73.3	53.3	66.7
All Counties	74.6	64.2	70.1

Base And Variable Pay Programs And Methods

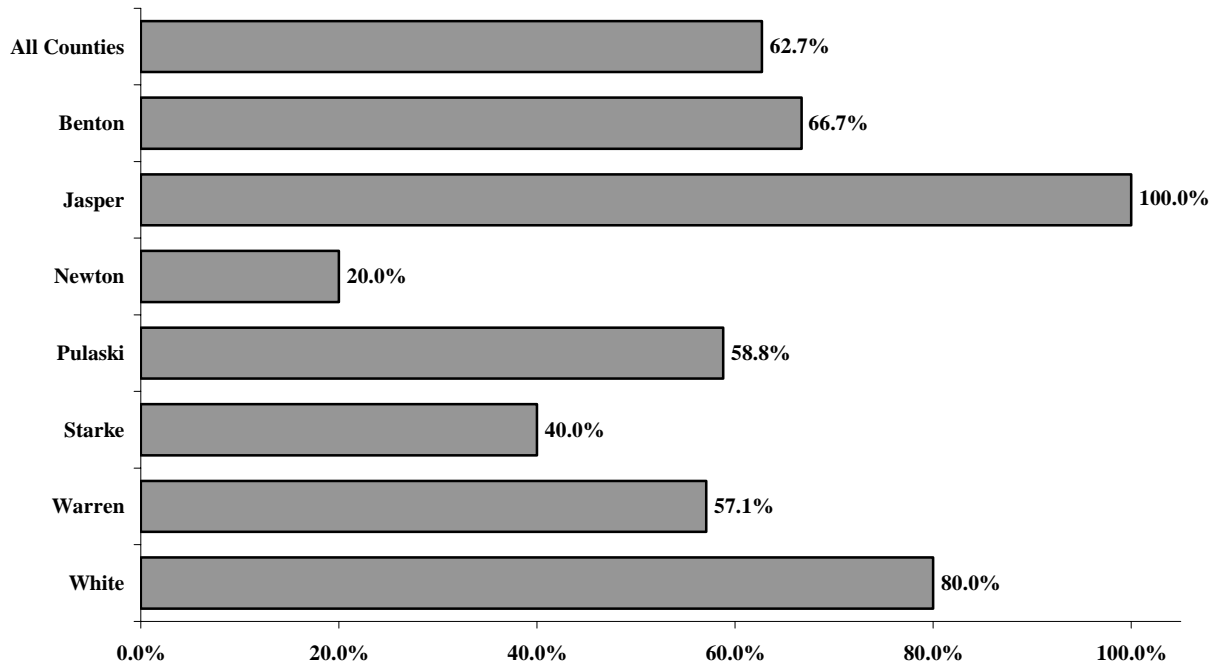
Types of Pay Programs Utilized

Pay Program Type or Method	Percent of Employers Reporting by County							
	Benton	Jasper	Newton	Pulaski	Starke	Warren	White	All Counties
Formal "Traditional" Pay Structure	50.0	28.6	40.0	64.7	60.0	57.1	46.7	52.2
Job Evaluation	66.7	71.4	40.0	52.9	40.0	71.4	73.3	59.7
Broad Banding	0.0	0.0	0.0	0.0	0.0	14.3	0.0	1.5
Skill-Based Pay	66.7	42.9	60.0	23.5	50.0	71.4	60.0	49.3
Formal Variable Pay to Provide Individual Incentive Awards	16.7	0.0	0.0	23.5	10.0	0.0	13.3	11.9
Discretionary Special Recognition Awards/Bonuses to Key Contributors	66.7	28.6	40.0	29.4	30.0	14.3	26.7	31.3
Formal Group/Team Awards (Includes Gainsharing)	0.0	14.3	0.0	5.9	0.0	14.3	0.0	4.5
Organization-Wide Awards Based On Organization's Success (E.G., Cash Profit Sharing)	33.3	28.6	20.0	35.3	40.0	14.3	33.3	31.3

Shift Differentials

Hourly Shift Information

Percent of Counties Reporting Shifts Beyond Regular Work Day

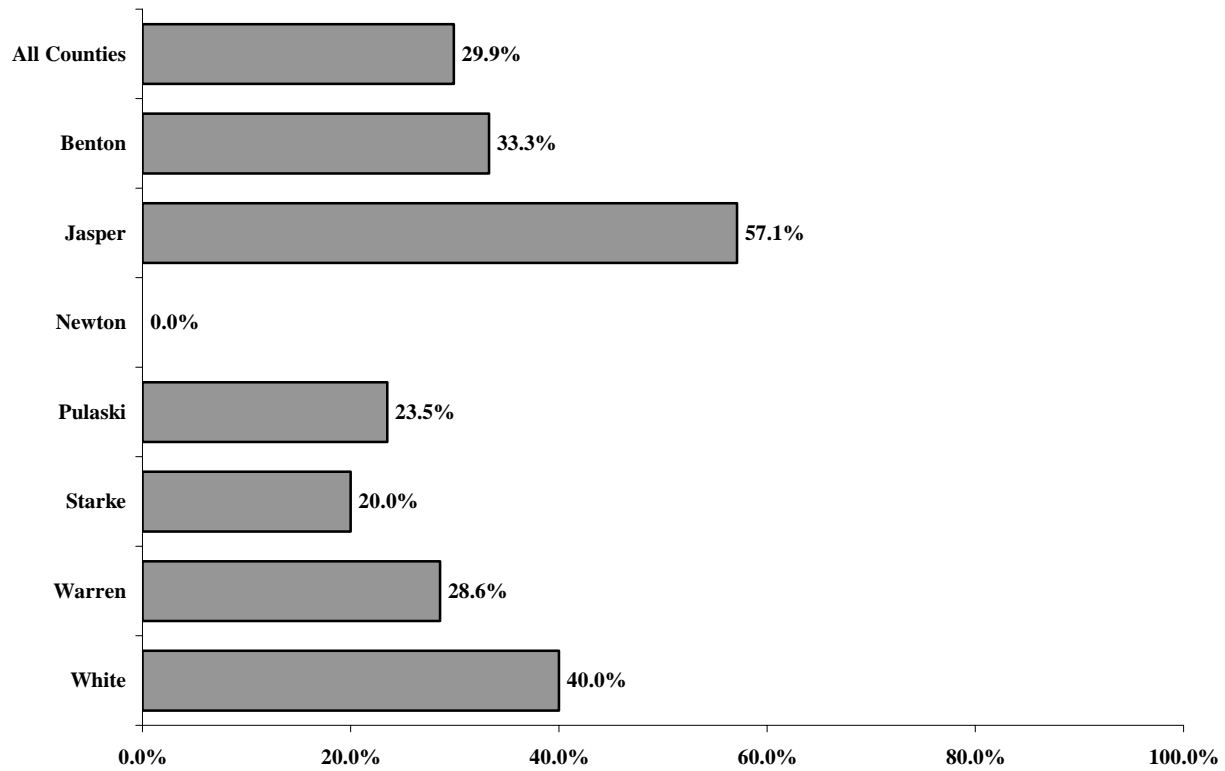


County	Average Hourly Flat Amount (\$)	
	2 nd Shift	3 rd Shift
Benton	*.*	*.*
Jasper	\$ 0.57	*.*
Newton	*.*	*.*
Pulaski	\$ 0.66	\$ 0.74
Starke	*.*	*.*
Warren	*.*	*.*
White	\$ 0.55	\$ 0.60
All Counties	\$ 0.55	\$ 0.59

County	Average Percent of Pay (%)	
	2 nd Shift	3 rd Shift
Benton	Insufficient Data	
Jasper		
Newton		
Pulaski		
Starke		
Warren		
White		
All Counties		

Non-Exempt Shift Information

Percent of Counties Reporting Shifts Beyond Regular Work Day



County	Average Hourly Flat Amount (\$)	
	2nd Shift	3rd Shift
Benton	*.*	*.*
Jasper	*.*	*.*
Newton	*.*	*.*
Pulaski	*.*	*.*
Starke	*.*	*.*
Warren	*.*	*.*
White	*.*	*.*
All Counties	\$ 0.58	\$ 0.52

County	Average Percent of Pay (%)	
	2nd Shift	3rd Shift
Benton	Insufficient Data	
Jasper		
Newton		
Pulaski		
Starke		
Warren		
White		
All Counties		

WAGE DATA

WAGE DATA

This section of the survey is a comprehensive summary of the pay data reported by participating organizations. Wage data is presented for a variety of position titles that cover several job families.

General Job Information

Below each job description is a summary showing the percent of survey participants reporting that the job in their organization was a *close match*, *less of a match* or *more of a match* to the survey job description.

Adjacent to the match data you will find the 25th and 75th percentiles for each job as a whole:

25th percentile - 25% of the salaries reported for a particular job are less than this number, and 75% are above.

75th percentile - 75% of the salaries reported for a particular job are less than this number, and 25% are above.

Wage Detail Section

The detail section of each job presents wage data in the following breakouts:

Countywide - includes participant data by each of seven (7) counties. "All Counties" includes all participants in all counties.

Employer Size - includes data for all participants by "Up to 100" employees and "101 to 200" employees and "Over 200" employees.

Revenue - includes data for All Counties in one of the six (6) categories of total sales, revenues or operating budget for the last complete fiscal year. Those categories are:

- Under \$5 million
- \$5.0 - \$24.9 million
- \$25.0 - \$49.9 million
- \$50 - \$99.9 million
- \$100.0 - \$250.0 million
- Over \$250.0 million

Industry - breakouts include "Manufacturing," "Not-for-Profit," "Healthcare" and "Other." "Other" includes any organization not represented in one of the other breakouts.

Within each breakout, the following information is displayed for each job, as data permits:

Orgs - the number of organizations submitting data for a position.

Ees - the total number of employees reported for each position.

The following statistics are presented for each position, as data permits:

Base Rate

Average - the simple average of the base rate reported by organizations. It gives each company equal weight, regardless of the number of employees.

Weighted - the average base rate for each organization multiplied by the number of employees reported in the position by each organization and divided by the

total of all reported employees. This gives more weight to rates paid by employers with more incumbents.

Median - the middle value of all reported rates for each position when the rates are arranged in ascending order. Half of the data falls below this number, and the other half above. This statistic minimizes the impact of data extremes.

Individual Rates

Avg. Low - the average of the lowest rate paid to an employee in a particular job.

Avg. High - the average of the highest rate paid to an employee in a particular job.

Wage data is displayed in an hourly rate format for all positions. If data was submitted in other than an hourly rate, the rate was converted to an hourly format based on the standard workweek hours reported by each organization.

No data is presented unless the minimum sample requirement of 5 organizations and 5 employees was reported. A minimum sample of 5 organizations and employees was required to display the 25th and 75th percentiles. In instances where the minimum sample requirement was not met, asterisks (*.*) appear.

Secretary

Types routine memos, correspondence, forms, technical and/or confidential reports from rough drafts or revised drafts. Composes simple correspondence. Receives incoming calls, answers routine inquiries and routes calls to appropriate individual. Maintains business calendar. Opens and distributes mail. Performs other clerical tasks such as establishing and maintaining filing system, copying, ordering supplies and sorting material. Performs secretarial tasks for one or more people at middle management level. Computer literate with knowledge of word processing applications. Knowledge of grammar, spelling and punctuation. Knowledge of office procedures and equipment. Good organizational and communication skills necessary. Ability to type 55 - 60 wpm.

Match	
Less:	5.0%
Close:	55.0%
More:	40.0%

Base Rate - All Participants	
25 th Percentile	\$10.13
75 th Percentile	\$14.04

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

Benton	5	6	\$11.28	\$10.96	\$10.50	\$11.27	\$11.29
Jasper	5	12	\$12.83	\$12.12	\$12.00	\$12.53	\$13.34
Pulaski	11	21	\$11.80	\$12.76	\$12.30	\$11.04	\$12.84
Starke	6	8	\$13.31	\$13.12	\$13.03	\$12.95	\$13.67
Warren	5	5	\$11.42	\$11.42	\$10.60	\$11.42	\$11.42
White	9	10	\$12.66	\$13.25	\$11.00	\$12.33	\$12.98
All Counties	42	64	\$12.29	\$12.56	\$12.00	\$11.93	\$12.75

Employer Size

Up to 100	26	30	\$11.70	\$11.74	\$11.00	\$11.63	\$11.77
101 to 200	7	7	\$11.93	\$11.93	\$12.00	\$11.93	\$11.93
Over 200	9	27	\$14.28	\$13.63	\$14.05	\$12.81	\$16.21

Revenue (expressed in millions)

Under \$5.0	14	15	\$11.73	\$11.95	\$11.00	\$11.73	\$11.73
\$5.0 – \$24.9	16	26	\$11.04	\$11.20	\$10.80	\$10.84	\$11.31

Industry

Manufacturing	29	37	\$12.25	\$12.62	\$12.00	\$11.99	\$12.63
Not-for-Profit	5	13	\$10.27	\$11.19	\$9.75	\$9.84	\$10.92

Accountant

Computes and prepares data for journal entries, reviews general ledger and related financial statements for reasonableness. Accumulates and analyzes information for the preparation of financial statements, ledgers, reports and taxes. Assists in preparing financial reports for use both inside and outside the company. Work is performed independently after assignment Reporting standard procedures and guidelines. Basic knowledge of accounting principles and PC spreadsheet software needed. Good communication and organizational skills and analytical abilities. Requires Bachelor’s degree or equivalent work experience.

Match	
Less:	8.3%
Close:	75.0%
More:	16.7%

Base Rate - All Participants	
25 TH Percentile	\$15.26
75 TH Percentile	\$27.88

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

All Counties	12	16	\$20.92	\$22.67	\$19.94	\$19.26	\$23.01
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Employer Size

Over 200	5	8	\$20.46	\$23.14	\$20.20	\$18.50	\$23.47
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Industry

Manufacturing	6	10	\$22.18	\$24.49	\$23.91	\$18.86	\$23.67
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Bookkeeper

Performs accounting duties to maintain a complete and systematic set of records of business transactions. Balances general or subsidiary ledgers. Prepares reports to show receipts, expenditures, accounts receivable and payable and various other items related to the operation of the business. Maintains documentation for compliance to policies and procedures for internal audits. Work is completed Reporting standard instructions and procedures as guidelines. Strong math aptitude and ability to work accurately with numbers. Thorough knowledge of bookkeeping procedures. Good interpersonal and organizational skills.

Match	
Less:	14.3%
Close:	52.4%
More:	33.3%

Base Rate - All Participants	
25 TH Percentile	\$11.68
75 TH Percentile	\$17.09

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Pulaski	8	15	\$12.89	\$12.83	\$11.81	\$10.66	\$13.80
White	5	6	\$15.22	\$14.76	\$13.50	\$14.63	\$15.81
All Counties	22	34	\$14.10	\$13.35	\$12.72	\$13.15	\$14.80

Employer Size

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Up to 100	14	17	\$14.54	\$13.95	\$13.25	\$14.22	\$14.85
101 to 200	6	11	\$13.90	\$13.35	\$12.44	\$11.62	\$15.02

Revenue (expressed in millions)

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
\$5.0 – \$24.9	11	16	\$13.72	\$12.82	\$11.90	\$13.21	\$14.36

Industry

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Manufacturing	13	20	\$14.98	\$13.97	\$13.50	\$14.17	\$15.57
Other	5	9	\$12.61	\$12.28	\$11.90	\$10.98	\$14.09

Human Resource Generalist

Responsible for Reporting a variety of human resources services for an office, subsidiary, remote location or specific unit. Performs salary administration, recruiting, staffing and/or benefit liaison functions. Coordinates work flow, training, benefit, employee services, employee relations and health promotion activities through the human resources department. Ensures compliance with legal and corporate guidelines.

Match	
Less:	4.3%
Close:	65.2%
More:	30.4%

Base Rate - All Participants	
25 TH Percentile	\$15.68
75 TH Percentile	\$22.38

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

Pulaski	5	5	\$19.12	\$19.12	\$19.00	\$19.12	\$19.12
White	6	7	\$16.71	\$16.73	\$16.60	\$16.15	\$17.27
All Counties	24	28	\$18.98	\$18.41	\$17.59	\$18.66	\$19.36

Employer Size

Up to 100	10	10	\$15.68	\$15.68	\$16.00	\$15.68	\$15.68
101 to 200	8	9	\$22.91	\$22.23	\$22.65	\$22.49	\$23.33
Over 200	6	9	\$19.23	\$17.63	\$18.64	\$18.53	\$20.23

Revenue (expressed in millions)

\$5.0 – \$24.9	9	10	\$17.04	\$17.02	\$16.35	\$16.67	\$17.41
\$50.0 - \$99.9	5	5	\$23.77	\$23.77	\$22.90	\$23.77	\$23.77

Industry

Manufacturing	17	21	\$19.33	\$18.51	\$16.84	\$18.88	\$19.88
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Customer Service Representative

Responds to customer's inquiries, questions or complaints regarding company's products or services. Reviews and researches complex problems or problems referred by others obtaining necessary information from policies, procedures or practices. Coordinates or requests information to resolve problems from appropriate departments. Inform customers of standard procedures or resolution of the problem. Follows up, both verbally and in writing, to ensure customer satisfaction. Makes periodic calls to existing customers to determine satisfaction with the company, products or services. Works with minimal supervision. Determines best method to resolve problems ensuring customer satisfaction and adherence to company policies. May assist lower level customer service representatives in resolving difficult problems. Knowledgeable of company policies, procedures, practices, products and services. Well developed interpersonal, organizational and communication skills. Ability to read, write, listen and negotiate with customers.

Match	
Less:	6.3%
Close:	68.8%
More:	25.0%

Base Rate - All Participants	
25 TH Percentile	\$11.81
75 TH Percentile	\$17.32

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

Pulaski	5	26	\$18.40	\$17.80	\$18.40	\$15.32	\$22.52
White	6	16	\$14.58	\$14.22	\$14.30	\$12.97	\$16.11
All Counties	18	75	\$14.75	\$14.24	\$13.40	\$13.10	\$17.22

Employer Size

Up to 100	12	36	\$14.49	\$13.56	\$13.14	\$12.84	\$16.39
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Revenue (expressed in millions)

\$5.0 – \$24.9	8	31	\$14.81	\$13.15	\$13.52	\$12.80	\$17.20
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Industry

Manufacturing	14	53	\$15.58	\$15.35	\$14.84	\$13.61	\$17.79
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Director of Sales

Plans, directs and coordinates the efforts of the marketing and sales personnel toward accomplishment of corporate objectives. Develops objectives, policies and programs for the marketing activities of the company; maintaining and continually improving the company's competitive position, ensuring maximum sales volume at minimum cost, and advising and assisting the CEO and other company operating units.

Match	
Less:	0.0%
Close:	58.3%
More:	41.7%

Base Rate - All Participants	
25 TH Percentile	\$26.28
75 TH Percentile	\$41.28

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

Pulaski	5	6	\$37.74	\$37.45	\$36.00	\$35.34	\$40.14
All Counties	14	17	\$36.66	\$36.39	\$33.63	\$35.98	\$37.98

Employer Size

Up to 100	9	12	\$35.24	\$35.22	\$36.00	\$33.67	\$37.10
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Revenue (expressed in millions)

\$5.0 – \$24.9	9	10	\$36.53	\$35.59	\$31.25	\$37.70	\$37.70
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Industry

Manufacturing	9	10	\$42.03	\$42.06	\$38.46	\$42.00	\$42.00
Other	5	7	\$26.98	\$28.29	\$25.48	\$23.95	\$29.95

Inventory Control Manager

Performs functions to plan, coordinate, control and direct activities involving all or most inventory planning and control, activities such as scheduling and release of production orders, the requisitioning of product purchased parts and the maintaining of effective inventory control records and system procedures. Manages inventory replenishment based on production schedules, current inventory, customer orders, and forecasts. Recommends adjustments to work schedules to meet special order requirements. Assists in determining obsolete stock and removing from inventory. Bachelor's degree typically required with at least seven years related experience.

Match	
Less:	20.0%
Close:	65.0%
More:	15.0%

Base Rate - All Participants	
25 TH Percentile	\$16.69
75 TH Percentile	\$30.93

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Pulaski	6	7	\$20.21	\$20.36	\$18.44	\$19.85	\$20.90
White	7	9	\$22.85	\$20.96	\$21.47	\$22.33	\$23.44
All Counties	23	30	\$23.68	\$22.59	\$22.81	\$22.92	\$24.49

Employer Size

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Up to 100	10	12	\$21.10	\$19.97	\$16.69	\$20.74	\$21.52
101 to 200	7	7	\$28.90	\$28.90	\$31.14	\$28.90	\$28.90
Over 200	6	11	\$21.87	\$21.44	\$21.40	\$19.58	\$24.30

Revenue (expressed in millions)

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
\$5.0 - \$24.9	10	12	\$21.59	\$20.38	\$18.44	\$21.23	\$22.00

Industry

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Manufacturing	19	26	\$23.88	\$22.58	\$22.81	\$22.96	\$24.86

Data Entry Operator

Operates computer keyboard to input alphanumeric data into computer. Works from standard documents, coding data from instructions. Records time and keeps track of time spent. Proofs own work manually, or by Reporting verification devices. Refers problems and missing information to others. Work is performed following specific detailed instructions, as well as very repetitive and routine tasks. Ability to read and operate computer keyboard.

Match	
Less:	0.0%
Close:	75.0%
More:	25.0%

Base Rate - All Participants	
25 TH Percentile	\$10.15
75 TH Percentile	\$11.76

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

All Counties	8	30	\$11.25	\$12.54	\$10.90	\$9.82	\$12.60
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Information Systems Manager

Performs functions to direct and control information systems for the organization. Establishes and implements comprehensive work schedules on a short and long term basis. Establishes and controls total organizational system requirements to include those for information work flow, hardware, software, files, reports and documentation. Controls timely preparation and distribution of reports and the integrity and security of the database. Provides ongoing liaison to user groups to implement the management of information program, ascertain needs and acceptance and to resolve problem situations. Negotiates and administers maintenance and purchase contracts on hardware or software. Bachelor's degree in business, computer technology or math or equivalent experience with several years of related experience.

Match	
Less:	7.7%
Close:	61.5%
More:	30.8%

Base Rate - All Participants	
25 TH Percentile	\$21.70
75 TH Percentile	\$28.82

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

Pulaski	6	7	\$25.78	\$26.24	\$26.68	\$23.95	\$27.61
White	5	5	\$23.91	\$23.91	\$27.51	\$23.91	\$23.91
All Counties	14	15	\$26.18	\$26.37	\$27.39	\$25.39	\$26.96

Employer Size

Up to 100	6	7	\$26.50	\$26.85	\$27.58	\$24.66	\$28.33
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Revenue (expressed in millions)

\$5.0 - \$24.9	6	6	\$26.33	\$26.33	\$27.58	\$26.33	\$26.33
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Industry

Manufacturing	10	10	\$28.53	\$28.53	\$27.58	\$28.53	\$28.53
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Maintenance Electrician

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, transmission, and distribution of electricity. Work involves most of the following: Installing and/or repairing electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, etc.; troubleshooting problems in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and Reporting a variety of electrician's tools and measuring and testing instruments. Experience is usually acquired through a formal apprenticeship or equivalent training and experience.

Match

Less:	14.3%
Close:	47.6%
More:	38.1%

Base Rate - All Participants

25 TH Percentile	\$16.39
75 TH Percentile	\$18.65

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Pulaski	6	31	\$16.86	\$17.29	\$16.75	\$15.25	\$16.80
All Counties	21	83	\$17.35	\$17.96	\$17.00	\$16.07	\$18.21

Employer Size

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Up to 100	6	12	\$17.18	\$17.88	\$17.50	\$16.12	\$17.65
101 to 200	5	21	\$19.24	\$21.56	\$17.00	\$17.04	\$18.72
Over 200	10	50	\$16.50	\$16.47	\$17.51	\$15.55	\$18.30

Revenue (expressed in millions)

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
\$5.0 – \$24.9	8	17	\$16.20	\$16.58	\$16.45	\$15.56	\$16.83
\$50.0 - \$99.9	5	21	\$18.45	\$19.46	\$18.47	\$17.32	\$19.42

Industry

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Manufacturing	18	74	\$17.89	\$18.43	\$18.05	\$16.70	\$18.91

Maintenance Machinist

Produces replacement parts and new parts for repair of metal parts of mechanical equipment. Work involves most of the following: Interpreting written instruction and specifications; planning and laying out work; operating a variety of machinist's hand tools, machines, and precision measuring instruments; shaping of metal parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds and speeds of machining, based on knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for work; and fitting and assembling parts into mechanical equipment. Training is usually acquired through a formal apprenticeship or equivalent training and experience.

Match

Less:	10.0%
Close:	65.0%
More:	25.0%

Base Rate - All Participants

25 TH Percentile	\$13.58
75 TH Percentile	\$18.01

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Starke	6	19	\$17.37	\$17.33	\$18.06	\$16.65	\$17.67
White	7	27	\$16.06	\$19.31	\$15.25	\$14.68	\$15.87
All Counties	20	109	\$15.95	\$17.15	\$15.94	\$14.58	\$16.68

Employer Size

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Up to 100	7	13	\$14.80	\$15.57	\$15.25	\$14.56	\$15.06
101 to 200	7	6	\$16.77	\$17.46	\$15.87	\$13.98	\$17.36
Over 200	6	50	\$16.32	\$17.28	\$17.54	\$15.37	\$18.68

Revenue (expressed in millions)

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
\$5.0 – \$24.9	7	20	\$15.24	\$14.57	\$15.25	\$14.66	\$16.05

Industry

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Manufacturing	20	109	\$15.95	\$17.15	\$15.94	\$14.58	\$16.68

Maintenance Supervisor

Directs the work activities of the maintenance department, including skilled and unskilled personnel. Ensures the maintenance of building, grounds and equipment. Receives work priorities from a higher-level manager in manufacturing operations or plant engineering department. Delegates assignments to ensure the timely and efficient completion of projects. Recommends or initiates personnel actions and administers company policies for the department. Requires five years experience in maintenance trades.

Match

Less:	8.3%
Close:	70.8%
More:	20.8%

Base Rate - All Participants

25 TH Percentile	\$15.71
75 TH Percentile	\$21.85

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Pulaski	7	13	\$19.11	\$18.07	\$18.00	\$16.69	\$20.28
White	6	6	\$18.51	\$18.51	\$19.23	\$18.51	\$18.51
All Counties	24	32	\$18.95	\$18.63	\$18.35	\$18.22	\$19.34

Employer Size

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Up to 100	10	11	\$15.75	\$16.37	\$16.00	\$15.60	\$15.90
101 to 200	10	16	\$21.42	\$19.70	\$20.00	\$20.06	\$22.45

Revenue (expressed in millions)

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
\$5.0 – \$24.9	10	12	\$18.16	\$18.48	\$18.85	\$17.93	\$18.38

Industry

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Manufacturing	16	18	\$20.53	\$20.99	\$20.00	\$20.01	\$20.21

Tool and Die Maker

Develops, constructs and alters a wide variety of jigs, fixtures and gauges. Performs assignments that range from the use of ordinary tool room operations to work involving accurate relationships and extremely close tolerances. Plans construction procedures and methods, selecting the proper materials. Makes allowances for shrinkage during heat-treating of tools and metal flow in dies. Identifies and corrects problems in complicated dies and tools. Three years experience acquired through a formal apprenticeship program or equivalent training and experience.

Match

Less:	0.0%
Close:	88.9%
More:	11.1%

Base Rate - All Participants

25 TH Percentile	\$15.94
75 TH Percentile	\$20.75

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

All Counties	9	44	\$17.72	\$18.42	\$17.00	\$16.63	\$19.02
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Industry

Manufacturing	9	44	\$17.72	\$18.42	\$17.00	\$16.63	\$19.02
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Welder

Sets up and operates spot welding machine to weld a limited variety of light to medium metal parts. Handles and positions work with or without the use of fixtures. Selects proper electrodes and holders, regulates current and time. Spaces number of welds in accord with varying conditions and materials to achieve proper fusion, strength and finish. Avoids distortion and burning. Maintains adjustments as required.

Match	
Less:	5.0%
Close:	65.0%
More:	30.0%

Base Rate - All Participants	
25 TH Percentile	\$12.50
75 TH Percentile	\$14.00

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Pulaski	5	178	\$13.84	\$14.55	\$13.75	\$11.66	\$15.87
White	6	77	\$13.78	\$13.78	\$13.08	\$13.01	\$15.84
All Counties	21	379	\$13.61	\$13.68	\$13.29	\$12.04	\$15.60

Employer Size

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Up to 100	11	93	\$13.71	\$12.97	\$13.29	\$12.42	\$15.09
101 to 200	5	62	\$13.83	\$13.91	\$13.55	\$12.79	\$15.35
Over 200	5	224	\$13.16	\$13.91	\$12.94	\$10.06	\$17.34

Revenue (expressed in millions)

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Under \$5.0	5	23	\$14.02	\$13.59	\$13.75	\$12.39	\$15.39
\$5.0 - \$24.9	7	88	\$13.36	\$12.91	\$13.29	\$12.25	\$14.79

Industry

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Manufacturing	20	378	\$13.65	\$13.68	\$13.42	\$12.00	\$15.75

Draftsperson

Provides drafting support by preparing simple routine layouts, details of drawings, sketches and diagrams as assigned. Shows details, side views or dimensions as required. May use computer-aided design equipment. Makes copies of drawings; files for future reference and maintains information regarding changes. Makes simple decisions but refers most questions/problems to supervisor. Work is performed under close supervision; however, selects own method to best complete assignment. Receives instructions in writing and verbally. Works quickly to keep current with all projects. Solid understanding of drafting techniques and familiarity with engineering terminology. Mechanical aptitude with graphic arts ability; ability to complete complex calculations. Familiarity of CAD/CAM equipment and machine shop practices. High school diploma or equivalent plus two year technical schooling with emphasis on drafting or equivalent experience and training.

Match

Less:	0.0%
Close:	81.8%
More:	18.2%

Base Rate - All Participants

25 TH Percentile	\$16.27
75 TH Percentile	\$19.00

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

All Counties	11	26	\$17.72	\$17.02	\$16.54	\$16.53	\$18.90
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Employer Size

Up to 100	7	10	\$18.13	\$17.89	\$17.74	\$17.10	\$19.02
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Industry

Manufacturing	11	26	\$17.72	\$17.02	\$16.54	\$16.53	\$18.90
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Industrial Engineer

Assumes responsibility for moderately complex planning activities for the layout of equipment, office and production facilities. Works under limited supervision. Conducts studies to ascertain the best sequence of operations and work flow. Suggests methods to ensure the maximum utilization of facilities and human resources. Prepares cost estimates for assigned projects. Directs the activities of support personnel. Performs other miscellaneous assignments, as directed, to support facility, manufacturing and engineering functions. Bachelor's degree in engineering with at least one year related experience required.

Match	
Less:	0.0%
Close:	60.0%
More:	40.0%

Base Rate - All Participants	
25 TH Percentile	\$20.67
75 TH Percentile	\$29.75

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

All Counties	5	6	\$25.70	\$25.39	\$23.83	\$24.82	\$26.57
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Industry

Manufacturing	5	6	\$25.70	\$25.39	\$23.83	\$24.82	\$26.57
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Mechanical Engineer

Researches, designs and develops tools, engines, machines, controls, equipment and mechanical processes. Oversees production, installation, operation, maintenance, repair and development of new, modified and/or existing systems. Works closely with other engineering areas to obtain optimum utilization of equipment. Works under direct supervision in performing routine tasks with detailed instructions. Knowledgeable of basic concepts, principles, practices and established procedures. Bachelor's degree in mechanical engineering and up to one year of related experience required.

Match

Less:	0.0%
Close:	70.0%
More:	30.0%

Base Rate - All Participants

25 TH Percentile	\$26.02
75 TH Percentile	\$31.35

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
White	5	18	\$30.36	\$28.99	\$27.88	\$26.29	\$33.84
All Counties	10	35	\$28.88	\$29.12	\$27.46	\$25.62	\$32.18

Revenue (expressed in millions)

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
\$5.0 - \$24.9	6	16	\$29.77	\$29.02	\$27.89	\$27.24	\$32.33

Industry

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Manufacturing	10	35	\$28.88	\$29.12	\$27.46	\$25.62	\$32.18

Project Leader / Engineer

Performs functions to design, analyze, develop and implement new systems, modify and maintain existing applications to meet corporate goals. Plans and analyzes assigned projects, establishes schedules and project parameters and sets procedures to accomplish system objectives involving complex manufacturing, finance, administration, sales and marketing applications. Bachelor's degree in engineering or equivalent experience required.

Match	
Less:	20.0%
Close:	20.0%
More:	60.0%

Base Rate - All Participants	
25 TH Percentile	\$23.77
75 TH Percentile	\$31.10

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

All Counties	11	19	\$27.54	\$26.68	\$25.96	\$26.68	\$29.17
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Employer Size

101 to 200	6	11	\$29.71	\$28.76	\$31.10	\$28.98	\$30.61
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Revenue (expressed in millions)

\$5.0 – \$24.9	6	8	\$25.86	\$25.41	\$24.52	\$25.30	\$26.66
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Industry

Manufacturing	10	18	\$27.94	\$26.86	\$27.07	\$27.03	\$29.80
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Forklift Operator

Operates a gas or electric forklift in and between departments, buildings and grounds. Collects and delivers a wide variety of materials, adhering to good safety practices in carrying out duties. Delivers materials to work areas as directed, stacks materials in storage areas and loads shipments in trailer. Requires one year of previous experience as a forklift operator.

Match	
Less:	4.0%
Close:	84.0%
More:	12.0%

Base Rate - All Participants	
25 TH Percentile	\$11.00
75 TH Percentile	\$13.83

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Jasper	5	146	\$12.25	\$11.83	\$11.50	\$11.74	\$13.33
Pulaski	5	24	\$13.06	\$14.10	\$14.22	\$11.90	\$14.03
Starke	6	16	\$11.15	\$11.85	\$11.34	\$10.91	\$11.97
White	6	52	\$11.77	\$13.66	\$11.50	\$10.75	\$12.45
All Counties	26	284	\$12.23	\$12.68	\$11.90	\$11.40	\$13.30

Employer Size

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Up to 100	10	23	\$11.38	\$11.27	\$11.40	\$11.33	\$12.32
101 to 200	9	177	\$12.38	\$12.50	\$11.68	\$10.90	\$12.63
Over 200	7	84	\$13.25	\$13.45	\$13.50	\$12.00	\$15.42

Revenue (expressed in millions)

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
\$5.0 – \$24.9	11	27	\$10.59	\$10.67	\$10.30	\$10.59	\$11.41

Industry

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Manufacturing	24	164	\$12.28	\$13.54	\$12.17	\$11.41	\$13.44

Shipping And Receiving Clerk

Prepares and packs orders for shipment. Assembles orders; checks against shipping or customer order, and reports shortages and incomplete orders. Refers to bills of lading, following standard procedures. Selects appropriate shipping containers and packing materials. Adheres to specified method of routing. Operates standard manual and automatic equipment, such as electronic scales, foam machine, paper cutter and automatic bagger. Stacks shipments on skids as required and takes shipments to shipping dock for carrier pick up. Receives and unpacks materials and supplies. Checks receipts against purchase order for proper shipment, shortages, damages or defects. Completes receiving reports specified in standard procedures. Moves or expedites material to proper department or storage location. Operates crane, hoist or power truck to move or store materials. Requires one year in related area or equivalent.

Match

Less:	3.0%
Close:	87.9%
More:	9.1%

Base Rate - All Participants

25 TH Percentile	\$10.80
75 TH Percentile	\$14.88

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Pulaski	5	9	\$14.90	\$14.87	\$14.75	\$13.57	\$16.04
Starke	8	25	\$12.29	\$11.98	\$12.20	\$11.97	\$12.93
White	13	25	\$12.11	\$12.46	\$12.00	\$10.96	\$11.64
All Counties	35	89	\$12.95	\$12.78	\$12.58	\$12.08	\$13.28

Employer Size

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Up to 100	16	29	\$12.83	\$13.00	\$12.19	\$12.44	\$13.26
101 to 200	12	36	\$13.48	\$12.79	\$14.63	\$12.14	\$13.02
Over 200	7	24	\$12.32	\$12.51	\$12.58	\$11.01	\$13.74

Revenue (expressed in millions)

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
\$5.0 – \$24.9	16	33	\$12.91	\$12.73	\$13.45	\$12.45	\$13.28
\$25.0 - \$49.9	5	9	\$14.45	\$15.10	\$14.37	\$12.42	\$12.44
\$50.0 – \$99.9	6	13	\$12.08	\$12.14	\$12.20	\$11.27	\$12.37

Industry

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Manufacturing	31	78	\$12.95	\$12.89	\$12.58	\$11.98	\$13.32

Truck Driver

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or passengers between plants, depots, warehouses, wholesale and retail establishments, etc. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. (Driver-salesperson and over-the-road drivers are excluded.)

Match	
Less:	0.0%
Close:	87.5%
More:	12.5%

Base Rate - All Participants	
25 TH Percentile	\$10.90
75 TH Percentile	\$13.80

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

White	5	8	\$12.15	\$11.96	\$11.00	\$12.28	\$12.61
All Counties	17	81	\$12.67	\$14.07	\$12.45	\$12.29	\$13.58

Employer Size

Up to 100	7	28	\$11.78	\$13.02	\$10.75	\$11.47	\$12.17
101 to 200	5	17	\$13.57	\$12.78	\$12.50	\$13.67	\$14.07
Over 200	5	36	\$13.01	\$15.50	\$12.28	\$12.33	\$15.55

Revenue (expressed in millions)

\$5.0 – \$24.9	8	29	\$13.03	\$13.32	\$13.34	\$12.76	\$13.36
\$50.0 - \$99.9	5	19	\$12.11	\$12.15	\$12.28	\$11.75	\$12.97

Industry

Manufacturing	12	50	\$12.94	\$14.93	\$12.58	\$12.58	\$13.96
Other	5	31	\$12.01	\$12.68	\$12.45	\$11.48	\$12.51

Warehouse Laborer

Hand-trucks, carries, pushes, or rolls merchandise and material about warehouse, usually between loading platform and storage bins. Stocks or otherwise stores merchandise or material in bins or on shelves. May load and unload trucks on railroad freight cars. May operate a freight elevator to transport freight or passengers to storage department or warehouse. May weigh materials. May mark identifying information on articles.

Match	
Less:	13.0%
Close:	69.6%
More:	17.4%

Base Rate - All Participants	
25 TH Percentile	\$10.00
75 TH Percentile	\$12.35

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

Benton	5	11	\$10.91	\$10.98	\$11.00	\$9.73	\$12.71
White	7	12	\$10.34	\$10.52	\$10.00	\$9.55	\$10.88
All Counties	24	73	\$11.49	\$12.25	\$11.51	\$10.78	\$12.62

Employer Size

Up to 100	12	28	\$10.44	\$11.04	\$11.00	\$9.60	\$11.74
101 to 200	8	32	\$11.70	\$12.74	\$11.55	\$11.23	\$12.18

Revenue (expressed in millions)

\$5.0 – \$24.9	12	26	\$10.38	\$10.94	\$10.50	\$9.94	\$11.05
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Industry

Manufacturing	21	56	\$11.40	\$12.26	\$11.00	\$10.83	\$12.41
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Assembler – Heavy

Assembles large and heavy parts to complete units or subassemblies in a specialized work area. Performs a variety of specialized assembly operations, such as riveting and welding. Utilizes hand tools, power tools, and other special equipment to perform assembly operations. May refer to technical drawings, engineering notes, etc. Previous assembly experience required.

Match	
Less:	0.0%
Close:	88.9%
More:	11.1%

Base Rate - All Participants	
25 TH Percentile	\$13.55
75 TH Percentile	\$15.10

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

All Counties	9	232	\$13.79	\$12.24	\$14.38	\$11.97	\$16.51
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Industry

Manufacturing	9	232	\$13.79	\$12.24	\$14.38	\$11.97	\$16.51
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Assembler – Non-Electronic

Assembles parts to form complete units or subassemblies at a bench or conveyor line or at an assigned location. Utilizes hand tools, small power tools and other special equipment to perform assigned job. Receives detailed written and verbal instructions on all work. Reassembles or reworks units as required. Previous experience desirable, but not mandatory.

Match	
Less:	0.0%
Close:	100.0%
More:	0.0%

Base Rate - All Participants	
25 TH Percentile	\$8.42
75 TH Percentile	\$11.57

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

All Counties	7	269	\$10.22	\$9.94	\$9.70	\$8.89	\$12.45
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Industry

Manufacturing	7	269	\$10.22	\$9.94	\$9.70	\$8.89	\$12.45
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Automated Equipment Technician

Troubleshoots and repairs all automated equipment. Performs equipment failure analysis and repairs and preventative maintenance. Learns and maintains proficiency on all applicable software formats. Provides assistance to engineering personnel as needed. Updates manuals and programs for automated equipment. May interact with outside vendors regarding new equipment installations and equipment upgrades. Associate's degree in automated manufacturing technology or equivalent required.

Match

Less:	25.0%
Close:	50.0%
More:	25.0%

Base Rate - All Participants

25 TH Percentile	\$15.80
75 TH Percentile	\$22.62

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

All Counties	8	43	\$18.78	\$20.51	\$18.16	\$16.00	\$20.12
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Industry

Manufacturing	8	43	\$18.78	\$20.51	\$18.16	\$16.00	\$20.12
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Chemical Operator

Responsible for operation of processing equipment and processes. Performs routine tests, observes, charts, determines when process is complete. Adds ingredients which require exact measurement. Pumps, mixes, and blends dry and/or liquid chemicals. Operates chemical equipment such as presses, evaporators, dryers, kilns. Interprets instruments and recordings making required adjustments to products. Maintains accurate production records.

Match	
Less:	0.0%
Close:	85.7%
More:	14.3%

Base Rate - All Participants	
25 TH Percentile	\$11.50
75 TH Percentile	\$17.34

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

All Counties	7	45	\$14.72	\$15.45	\$12.89	\$12.09	\$15.64
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Industry

Manufacturing	6	42	\$15.25	\$15.74	\$14.79	\$12.29	\$16.33
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CNC Operator

Sets up, programs and operates computer numerical controlled machines that automatically mill, punch, drill, broach or ream metal and/or plastic parts. Makes adjustments to adhere to established specifications or to correct faulty programming. Monitors work to ensure that machine is not malfunctioning. Makes general decisions as to quality, tolerances and operation sequence. Minimum of five years machine shop experience with the ability to use shop mathematics, drawings and measuring tools such as indicators, micrometers and gauges.

Match	
Less:	10.0%
Close:	80.0%
More:	10.0%

Base Rate - All Participants	
25 TH Percentile	\$12.96
75 TH Percentile	\$14.65

	# Orgs	#Ees	Base Rates			Individual Rates	
			Average	Weighted	Median	Avg. Low	Avg. High

Countywide

White	5	40	\$14.46	\$14.36	\$14.50	\$12.69	\$17.31
All Counties	10	221	\$13.95	\$12.72	\$13.25	\$12.18	\$17.00

Employer Size

101 to 200	5	36	\$13.36	\$13.76	\$13.00	\$12.08	\$16.03
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Revenue (expressed in millions)

\$5.0 – \$24.9	5	38	\$13.05	\$13.40	\$13.00	\$11.76	\$15.96
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Industry

Manufacturing	10	221	\$13.95	\$12.72	\$13.25	\$12.18	\$17.00
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Job Estimator (Manufacturing)

Prepares cost estimates and quotations to assist management in generating new business and retaining existing customers. Analyzes project needs in materials, labor and other production requirements. May use drawings or blueprints to assess project needs. Requires two years technical training and three to five years experience in a related field.

Match	
Less:	40.0%
Close:	60.0%
More:	0.0%

Base Rate - All Participants	
25 TH Percentile	\$21.76
75 TH Percentile	\$29.90

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

All Counties	5	8	\$24.92	\$21.60	\$27.50	\$23.01	\$26.66
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Industry

Manufacturing	5	8	\$24.92	\$21.60	\$27.50	\$23.01	\$26.66
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Machine Operator

Performs operations on assigned machines. Operates drill presses and other machines where complex setups, fixtures and tooling are furnished by others. May operate computer console. Uses simple measurement instruments to check work. Makes simple adjustments and notifies setter of the need for more complex tool or machine adjustments. Previous experience desirable but not required.

Match

Less:	5.3%
Close:	89.5%
More:	5.3%

Base Rate - All Participants

25 TH Percentile	\$11.35
75 TH Percentile	\$13.00

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Starke	7	211	\$12.45	\$12.26	\$12.00	\$11.51	\$13.75
All Counties	20	432	\$12.14	\$11.88	\$12.00	\$10.52	\$14.58

Employer Size

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Up to 100	9	48	\$12.21	\$11.07	\$12.00	\$10.88	\$14.45
101 to 200	5	24	\$11.98	\$12.02	\$12.00	\$10.61	\$13.48
Over 200	6	360	\$12.17	\$11.98	\$11.88	\$9.86	\$15.90

Revenue (expressed in millions)

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
\$5.0 – \$24.9	7	42	\$11.59	\$10.87	\$11.90	\$10.22	\$13.13

Industry

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Manufacturing	20	432	\$12.14	\$11.88	\$12.00	\$10.52	\$14.58

Painter - Industrial

Spray paints a wide variety of parts with lacquers, enamel, and undercoats to produce flat, gloss, semi-gloss, wrinkle and suede finishes. Performs work of appreciable difficulty, where areas are not easily accessible due to unusual contours and irregular shapes, as well as a number of raised or depressed surfaces. Performs visual inspection of all material prior to painting. Thins and strains paints to required consistencies and viscosities to produce specified finishes. Checks quality of paints and thinners. May operate baking oven and monitors temperatures and bake cycle times. Performs miscellaneous related assignments, such as masking, wrapping, etc. Cleans and maintains all paint room apparatus.

Match	
Less:	0.0%
Close:	100.0%
More:	0.0%

Base Rate - All Participants	
25 TH Percentile	\$11.86
75 TH Percentile	\$13.49

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

All Counties	12	53	\$13.03	\$12.83	\$13.00	\$11.86	\$15.10
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Industry

Manufacturing	12	53	\$13.03	\$12.83	\$13.00	\$11.86	\$15.10
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Plant Manager

Directs and coordinates activities of industry or organization to obtain optimum efficiency of operations and maximize profits. Responds to related production problems and pursues and implements remedies. Follows production and company objectives to direct departments through subordinate supervisors. Assumes responsibility for costs, methods, operations, quality and quantity of production. Manages the activities of production, plant engineering, quality control, production engineering and administrative services. Requires a Bachelor's degree and a minimum of three years experience in a senior supervisory role that afforded exposure to all areas of the plant's operation.

Match

Less:	13.0%
Close:	69.6%
More:	17.4%

Base Rate - All Participants

25 TH Percentile	\$25.96
75 TH Percentile	\$51.44

	# Orgs	#Ees	Base Rates			Individual Rates	
			Average	Weighted	Median	Avg. Low	Avg. High

Countywide

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Starke	6	6	\$39.93	\$39.93	\$36.13	\$39.93	\$39.93
All Counties	25	31	\$36.73	\$35.02	\$38.00	\$37.17	\$37.76

Employer Size

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Up to 100	15	17	\$34.23	\$32.67	\$33.75	\$33.93	\$34.41
101 to 200	7	8	\$42.69	\$39.54	\$51.44	\$46.89	\$46.89

Revenue (expressed in millions)

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Under \$5.0	5	5	\$29.26	\$29.26	\$27.88	\$29.26	\$29.26
\$5.0 - \$24.9	12	15	\$34.58	\$31.63	\$36.10	\$35.72	\$36.37
\$50.0 - \$99.9	6	7	\$44.13	\$42.39	\$43.72	\$43.61	\$44.66

Industry

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Manufacturing	22	26	\$38.80	\$37.65	\$38.24	\$39.74	\$40.06

Production / Manufacturing Manager

Manages a company's manufacturing operations, with the exception of the quality control and warehouse functions. Plans, directs and coordinates the operations of all production departments. Develops manpower loading requirements based on new production guidelines; sets priorities for production schedules based on new product introduction, equipment efficiency and materials supply. Directs work efforts of three to five supervisors. Makes budget recommendations on capital expenditures and labor. Requires a minimum of five years of related supervisory/management experience.

Match

Less:	6.3%
Close:	62.5%
More:	31.3%

Base Rate - All Participants

25 TH Percentile	\$23.70
75 TH Percentile	\$36.00

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Pulaski	5	10	\$27.59	\$25.54	\$26.57	\$23.58	\$26.64
White	5	5	\$30.37	\$30.37	\$30.05	\$30.37	\$30.37
All Counties	17	38	\$28.30	\$26.39	\$26.57	\$26.68	\$28.96

Employer Size

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Up to 100	8	10	\$26.53	\$24.70	\$26.32	\$26.14	\$26.67
Over 200	5	23	\$26.84	\$25.31	\$25.96	\$24.40	\$30.84

Revenue (expressed in millions)

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
\$5.0 – \$24.9	7	9	\$24.90	\$23.23	\$24.50	\$24.45	\$25.06
\$50.0 - \$99.9	5	11	\$29.88	\$27.18	\$24.04	\$26.54	\$30.07

Industry

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Manufacturing	16	36	\$28.86	\$26.78	\$27.35	\$27.23	\$29.52

Production Scheduler

Plans and establishes production schedules for a defined segment of a manufacturing operation of moderate to high diversification. Schedules the production of parts, assemblies or tooling as required by the master production scheduler. Allocates to proper work center or department. Monitors material inventories, tracks progress of production and reviews factors that affect schedules. Makes necessary modifications to schedules as approved by a higher-level employee. Issues orders to the appropriate department when revisions are made to the schedule. Typically requires education beyond high school and a minimum of three years experience in a manufacturing related position.

Match

Less:	0.0%
Close:	71.4%
More:	28.6%

Base Rate - All Participants

25 TH Percentile	\$17.70
75 TH Percentile	\$21.69

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
White	6	9	\$19.40	\$19.15	\$19.19	\$18.89	\$19.82
All Counties	14	23	\$19.37	\$19.14	\$19.19	\$18.14	\$20.33

Employer Size

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
101 to 200	7	9	\$20.62	\$19.68	\$19.72	\$20.18	\$21.10

Revenue (expressed in millions)

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
\$5.0 – \$24.9	6	6	\$21.26	\$21.26	\$19.19	\$21.26	\$21.26

Industry

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Manufacturing	14	23	\$19.37	\$19.14	\$19.19	\$18.14	\$20.33

Production Supervisor

Directs the activities of a recognized manufacturing department in performance of assembly. Oversees the accomplishment of assigned work through subordinates. Assumes responsibility for the maintenance of production schedule and quality. Plans, delegates duties and assignments and trains new employees. Assists in the selection process and administers company policies in assigned department. Requires a minimum of two years experience in a supervisory capacity.

Match	
Less:	8.3%
Close:	83.3%
More:	8.3%

Base Rate - All Participants	
25 TH Percentile	\$15.94
75 TH Percentile	\$21.58

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Pulaski	6	44	\$20.06	\$20.73	\$20.46	\$18.72	\$20.78
Starke	5	16	\$17.26	\$16.98	\$16.49	\$16.09	\$18.52
White	7	29	\$17.70	\$17.94	\$18.00	\$16.99	\$19.57
All Counties	26	135	\$18.85	\$19.48	\$18.00	\$17.18	\$20.43

Employer Size

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Up to 100	14	36	\$17.77	\$17.25	\$17.73	\$16.92	\$18.62
101 to 200	7	37	\$19.64	\$19.38	\$18.27	\$16.29	\$21.62
Over 200	5	62	\$20.76	\$20.84	\$21.66	\$18.59	\$24.55

Revenue (expressed in millions)

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
\$5.0 – \$24.9	14	50	\$17.99	\$17.32	\$17.89	\$17.18	\$19.26

Industry

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Manufacturing	25	132	\$18.82	\$19.48	\$18.00	\$17.08	\$20.46

Production Worker - Unskilled

Performs duties in the production process involving little or no training; duties can be learned in a few days at most. The jobs are often entry-level jobs, involving simple, repetitive tasks.

Match	
Less:	5.9%
Close:	76.5%
More:	17.6%

Base Rate - All Participants	
25 TH Percentile	\$9.89
75 TH Percentile	\$11.53

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

All Counties	18	339	\$10.50	\$10.01	\$10.18	\$9.67	\$11.35
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Employer Size

Up to 100	9	141	\$9.79	\$8.07	\$10.00	\$8.88	\$10.46
101 to 200	5	131	\$10.55	\$10.66	\$10.18	\$9.79	\$11.71

Revenue (expressed in millions)

\$5.0 - \$24.9	9	221	\$9.75	\$9.03	\$10.15	\$9.28	\$10.53
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Industry

Manufacturing	17	337	\$10.38	\$10.00	\$10.17	\$9.50	\$11.29
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Production Worker - Semi-Skilled

Sets up, operates, and maintains processing equipment important to the production of the company's products. Requires skillful operation of equipment. Follows general procedures and makes decisions relative to proper machine functioning and product standardization and consistency.

Match	
Less:	4.5%
Close:	90.9%
More:	4.5%

Base Rate - All Participants	
25 TH Percentile	\$10.50
75 TH Percentile	\$13.78

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

White	5	113	\$12.62	\$13.59	\$11.00	\$10.97	\$13.19
All Counties	24	1088	\$12.23	\$12.97	\$11.73	\$10.76	\$13.56

Employer Size

Up to 100	12	149	\$11.23	\$10.75	\$10.63	\$10.15	\$12.14
101 to 200	9	489	\$13.41	\$13.04	\$14.45	\$11.41	\$15.22

Revenue (expressed in millions)

Under \$5.0	5	52	\$11.06	\$10.82	\$10.50	\$9.54	\$12.43
\$5.0 – \$24.9	11	311	\$11.44	\$10.51	\$11.00	\$10.24	\$12.42

Industry

Manufacturing	21	1065	\$12.39	\$13.04	\$11.81	\$10.91	\$13.69
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Production Worker - Skilled

Sets up, operates, and maintains processing equipment important to the production of the company's products. Requires skillful operation of equipment. Understands complex manufacturing processes necessary for production. Makes decisions consistent with general procedures to determine the limits and adjustments necessary to manufacturing process. Records quality and production control data. Reports to and may assume duties of squad leader.

Match

Less:	6.7%
Close:	66.7%
More:	26.7%

Base Rate - All Participants

25 TH Percentile	\$12.25
75 TH Percentile	\$17.89

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
White	5	109	\$14.54	\$15.81	\$15.00	\$11.16	\$14.66
All Counties	16	353	\$15.03	\$15.14	\$15.50	\$12.72	\$16.14

Employer Size

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Up to 100	7	76	\$12.99	\$10.58	\$12.50	\$11.05	\$14.93
101 to 200	6	213	\$16.61	\$16.26	\$17.00	\$13.95	\$16.45

Revenue (expressed in millions)

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
\$5.0 – \$24.9	7	103	\$13.23	\$10.85	\$11.48	\$11.14	\$15.04

Industry

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Manufacturing	16	353	\$15.03	\$15.14	\$15.50	\$12.72	\$16.14

Punch Press Operator

Operates light to medium duty presses to perform repetitive work in a normal range of operations. Performs manual operation only, Reporting pre-sheared strip and blank size stock of a variety of materials. Makes set ups of average complexity, selects bolster plates and adjusts devices as necessary. High school education and one-year previous machine shop experience.

Match	
Less:	0.0%
Close:	80.0%
More:	20.0%

Base Rate - All Participants	
25 TH Percentile	\$13.70
75 TH Percentile	\$14.47

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

All Counties	6	45	\$13.67	\$13.33	\$13.91	\$12.47	\$14.69
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Industry

Manufacturing	6	45	\$13.67	\$13.33	\$13.91	\$12.47	\$14.69
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Quality Control Engineer

Performs functions to supervise inspection and quality control operations, involving incoming materials and those in process. Samples and performs final test inspection of finished products to meet quality standards. Investigates and analyzes quality problems, recommends solutions and ensures corrections are made. Reviews quality standards, tolerances and engineering changes, evaluating changes for rework of parts and subassemblies. Assists in inventories and the maintenance of quality control equipment, including construction design, calibration and obtaining of supplies and equipment. Requires Bachelor's degree in engineering or related field or equivalent experience.

Match

Less:	9.1%
Close:	90.9%
More:	0.0%

Base Rate - All Participants

25 TH Percentile	\$20.35
75 TH Percentile	\$27.57

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
White	5	7	\$27.04	\$26.95	\$27.51	\$26.59	\$27.46
All Counties	11	17	\$24.36	\$24.29	\$26.73	\$24.43	\$25.31

Employer Size

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
101 to 200	6	12	\$24.38	\$24.28	\$25.62	\$24.53	\$26.28

Revenue (expressed in millions)

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
\$5.0 – \$24.9	6	10	\$25.35	\$25.90	\$26.73	\$24.59	\$26.05

Industry

	# Orgs	#Ees	Average	Weighted	Median	Avg. Low	Avg. High
Manufacturing	10	16	\$24.63	\$24.46	\$26.73	\$24.74	\$25.71

Quality Control Inspector

Performs quality audits of manufacturing parts to ensure accuracy of dimensions to print specifications. May perform minor rework necessary to salvage parts Reporting hand and pneumatic tools. Identifies and marks parts with dimensions out of specifications.

Match	
Less:	4.0%
Close:	76.0%
More:	20.0%

Base Rate - All Participants	
25 TH Percentile	\$11.75
75 TH Percentile	\$15.27

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

White	12	61	\$12.35	\$14.40	\$11.82	\$11.82	\$12.82
All Counties	27	154	\$13.97	\$13.70	\$13.36	\$13.13	\$14.76

Employer Size

Up to 100	10	25	\$12.49	\$11.39	\$11.45	\$12.19	\$12.81
101 to 200	9	62	\$14.43	\$14.95	\$13.36	\$13.14	\$14.60
Over 200	8	67	\$15.30	\$13.41	\$14.00	\$14.46	\$17.72

Revenue (expressed in millions)

\$5.0 – \$24.9	11	48	\$12.15	\$12.22	\$11.89	\$11.52	\$12.66
\$50.0 - \$99.9	5	20	\$14.60	\$13.48	\$13.79	\$13.61	\$16.03

Industry

Manufacturing	27	154	\$13.97	\$13.70	\$13.36	\$13.13	\$14.76
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Team Leader – Manufacturing

Directs the activities of a recognized manufacturing department. Operates from a narrow scope of responsibility to maintain production schedules and to ensure quality standards are adhered to by group. Plans work, makes assignments and trains new personnel. May assist in the hiring process.

Match	
Less:	5.0%
Close:	85.0%
More:	10.0%

Base Rate - All Participants	
25 TH Percentile	\$12.50
75 TH Percentile	\$17.31

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

White	8	71	\$14.88	\$15.98	\$15.03	\$11.79	\$14.40
All Counties	21	175	\$15.64	\$16.21	\$15.06	\$12.88	\$15.08

Employer Size

Up to 100	9	33	\$14.78	\$13.62	\$15.00	\$13.53	\$15.30
101 to 200	9	58	\$16.42	\$17.02	\$15.06	\$12.07	\$12.63

Revenue (expressed in millions)

\$5.0 – \$24.9	12	53	\$13.96	\$13.04	\$12.75	\$13.03	\$14.23
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Industry

Manufacturing	18	164	\$15.56	\$16.23	\$14.87	\$12.56	\$14.91
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Nurse – LPN

Responsible for carrying out patient care in accordance with physicians’ orders under the guidance and direction of the registered nurse in charge. Administers prescribed medications and treatments. Observes and records effects of medications and observes and reports patient reactions to treatments or any unusual conditions. Graduate of practical nursing program and state licensure.

Match	
Less:	0.0%
Close:	85.7%
More:	14.3%

Base Rate - All Participants	
25 TH Percentile	\$15.72
75 TH Percentile	\$17.28

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

All Counties	7	69	\$16.46	\$16.39	\$16.36	\$15.03	\$18.50
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Industry

Healthcare	7	69	\$16.46	\$16.39	\$16.36	\$15.03	\$18.50
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Nurse – RN - Staff

Renders professional nursing services in the treatment and care of assigned patients in accordance with physicians` orders. Provides for the comfort and well-being of patients by assessing condition, Reporting treatments and administering prescribed drugs and documenting progress and other observations. Coordinates total nursing care for patients. Participates in patient and family teaching. Provides leadership by working cooperatively with ancillary nursing and other patient team personnel in maintaining standards for professional nursing practice in the clinical setting. State licensure.

Match	
Less:	0.0%
Close:	85.7%
More:	14.3%

Base Rate - All Participants	
25 TH Percentile	\$20.33
75 TH Percentile	\$22.67

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

All Counties	7	156	\$22.16	\$23.29	\$21.00	\$18.76	\$24.56
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Industry

Healthcare	7	156	\$22.16	\$23.29	\$21.00	\$18.76	\$24.56
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Nurse Aide – Certified (CNA)

Performs custodial tasks and assists with nursing duties in caring for patients, including psychiatric and rehabilitative patients. Performs direct and indirect patient care activities according to established policies and procedures, observes and reports changes in patient conditions and maintains a safe and clean patient and environment. State certification required.

Match	
Less:	0.0%
Close:	85.7%
More:	14.3%

Base Rate - All Participants	
25 TH Percentile	\$9.46
75 TH Percentile	\$9.87

# Orgs	#Ees	Base Rates			Individual Rates	
		Average	Weighted	Median	Avg. Low	Avg. High

Countywide

All Counties	7	117	\$9.65	\$9.59	\$9.85	\$8.36	\$11.27
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Industry

Manufacturing	7	117	\$9.65	\$9.59	\$9.85	\$8.36	\$11.27
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BENEFITS PRACTICES

ALL COUNTIES

BENEFIT PRACTICES – ALL COUNTIES

This section presents the results of the benefits section of the survey. It reports responses relative to various insurance programs, costs of benefits programs, paid time off practices, vacation, pension plans and other benefits issues.

Benefit Programs Offered

Non-Exempt

Benefit Type	% Reporting
Health Insurance	
Employee	95.5
Family	92.4
Life Insurance	
Employee	92.4
Family	56.1
Dental Insurance	
Employee	75.8
Family	72.7
Vision Insurance	
Employee	54.5
Family	50.0
Pension/Retirement Plan	
Employee	69.7
Short-Term Disability	
Employee	78.8
Long-Term-Disability	
Employee	50.0

Exempt

Benefit Type	% Reporting
Health Insurance	
Employee	92.4
Family	89.4
Life Insurance	
Employee	89.4
Family	53.0
Dental Insurance	
Employee	72.7
Family	71.2
Vision Insurance	
Employee	51.5
Family	47.0
Pension/Retirement Plan	
Employee	68.2
Short-Term Disability	
Employee	74.2
Long-Term-Disability	
Employee	59.1

Cost of Benefit Programs

Average Cost of Benefit Program Paid by Employer – Non-Exempt

Benefit Type	Percent Premium Paid by Employer					
	0%	1-24%	25-49%	50-74%	75%-99%	100%
Health Insurance						
Employee	1.6	6.6	6.6	18.0	49.2	18.0
Family	8.5	6.8	13.6	18.6	44.1	8.5
Life Insurance						
Employee	3.4	5.1	0.0	5.1	8.5	78.0
Family	51.4	5.7	0.0	5.7	8.6	28.6
Dental Insurance						
Employee	22.4	8.2	8.2	12.2	34.7	14.3
Family	27.7	6.4	14.9	10.6	29.8	10.6
Vision Insurance						
Employee	16.2	10.8	10.8	8.1	29.7	24.3
Family	23.5	8.8	17.6	8.8	26.5	14.7
Pension/Retirement Plan						
Employee	15.6	31.1	13.3	13.3	6.7	20.0
Short-Term Disability						
Employee	24.5	6.1	0.0	10.2	8.2	51.0
Long-Term Disability						
Employee	28.9	5.3	2.6	7.9	13.2	42.1

Average Cost of Benefit Program Paid by Employer – Exempt

Benefit Type	Percent Premium Paid by Employer					
	0%	1-24%	25-49%	50-74%	75%-99%	100%
Health Insurance						
Employee	1.7	6.8	6.8	18.6	50.8	15.3
Family	8.9	7.1	10.7	21.4	46.4	5.4
Life Insurance						
Employee	3.5	5.3	0.0	3.5	12.3	75.4
Family	53.1	6.3	0.0	6.3	9.4	25.0
Dental Insurance						
Employee	22.9	8.3	6.3	14.6	35.4	12.5
Family	28.3	6.5	13.0	13.0	30.4	8.7
Vision Insurance						
Employee	17.1	14.3	8.6	8.6	31.4	20.0
Family	21.9	12.5	15.6	12.5	28.1	9.4
Pension/Retirement Plan						
Employee	14.0	34.9	9.3	11.6	9.3	20.9
Short-Term Disability						
Employee	25.0	6.3	0.0	8.3	8.3	52.1
Long-Term Disability						
Employee	27.5	5.0	5.0	7.5	12.5	42.5

Wellness Programs

Wellness, Health Promotion or Screening Programs – Non-Exempt:

Program	% Reporting
On-Site Fitness Facility	4.5
Paid off-Site Fitness Facility	15.2
Weight Loss Assistance	10.6
Stress Management	7.6
Self-Care Education	9.1
Nutrition Counseling	7.6
Pre-Natal Care	9.1
Well Baby Care	18.2
Cancer Screening	9.1
Glaucoma Screening	1.5
Periodic Physical Exams	22.7
Early Detection Screening	13.6
Substance Abuse Treatment	16.7
Smoking Cessation	19.7
Blood Pressure Screening	16.7
Immunizations For Children	12.1
First Aid/CPR Training	47.0
None	10.6
Other Programs*	21.2

*Other programs included annual cholesterol checks, employee assistance program, fitness center reimbursement, flu shots and PPD.

Wellness, Health Promotion or Screening Programs – Exempt:

Program	% Reporting
On-Site Fitness Facility	4.5
Paid off-Site Fitness Facility	16.7
Weight Loss Assistance	10.6
Stress Management	7.6
Self-Care Education	9.1
Nutrition Counseling	7.6
Pre-Natal Care	9.1
Well Baby Care	18.2
Cancer Screening	9.1
Glaucoma Screening	1.5
Periodic Physical Exams	21.2
Early Detection Screening	12.1
Substance Abuse Treatment	15.2
Smoking Cessation	18.2
Blood Pressure Screening	15.2
Immunizations For Children	10.6
First Aid/CPR Training	45.5
None	10.6
Other Programs*	21.2

*Other programs included annual cholesterol checks, employee assistance program, fitness center reimbursement, flu shots and PPD.

Healthcare Cost Containment Programs

Cost Containment Measures Utilized – Non-Exempt

Program	% Reporting
Claims Review	33.3
Concurrent Review	31.7
Pre-Authorization For Hospitalization	61.9
Pre-Admission Testing	23.8
Mandatory Second Opinion – Non-Emergency Surgery	3.2
Voluntary Second Opinion Paid In Full	15.9
Pharmacy Benefits Management (PBM)	19.0
Managed Care Plans With Incentives	7.9
Outpatient Incentives	12.7
Generic Drug Incentive	61.9
Pre-Existing Condition Clause	36.5
Non-Emergency Use of Emergency Facilities Penalty	23.8
Coordination of Benefits	41.3
Cash Incentives For Finding Billing Errors	1.6
Disease Management	12.7
Other*	4.8

* Other includes annual health fair, higher deductible for out-of-network providers, promotion of free health screenings and tobacco premium.

Cost Containment Measures Utilized - Exempt

Program	% Reporting
Claims Review	32.8
Concurrent Review	32.8
Pre-Authorization For Hospitalization	59.0
Pre-Admission Testing	23.0
Mandatory Second Opinion – Non-Emergency Surgery	3.3
Voluntary Second Opinion Paid In Full	16.4
Pharmacy Benefits Management (PBM)	19.7
Managed Care Plans With Incentives	8.2
Outpatient Incentives	13.1
Generic Drug Incentive	62.3
Pre-Existing Condition Clause	37.7
Non-Emergency Use of Emergency Facilities Penalty	23.0
Coordination of Benefits	41.0
Cash Incentives For Finding Billing Errors	1.6
Disease Management	13.1
Other*	4.9

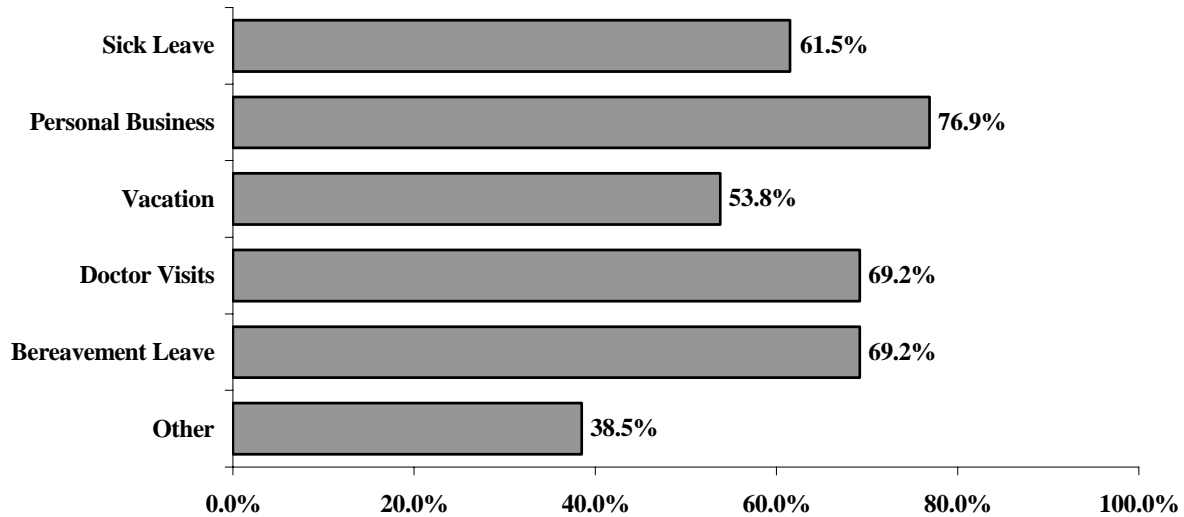
* Other includes annual health fair, higher deductible for out-of-network providers, promotion of free health screenings and tobacco premium.

Paid Time Off Programs

Combined Paid Time Off Programs (PTO) – Non-Exempt

- ◆ 19.7% reported having a combined paid time off program (PTO)
- ◆ 80.3% reported having separate programs for time off

Paid Absences Included in PTO Program – Non-Exempt:



Length of Service Required for PTO Days – Non-Exempt:

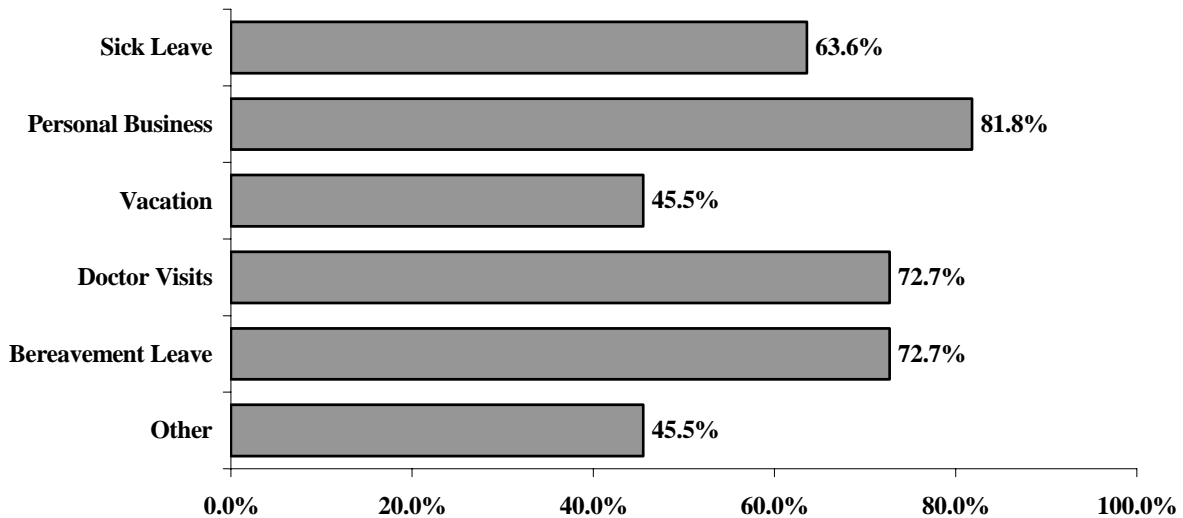
Service	Percent of Companies Reporting						
	<=5 Days	6-10 Days	11-15 Days	16-20 Days	21-25 Days	26-30 Days	31-35 Days
<6 Months	38.5	7.7			7.7		
6-11 Months	7.7						
1 Year	23.1	23.1					
2 Years		15.4	7.7				
3 Years							
4-5 Years		7.7	7.7	7.7	7.7		
6-10 Years			15.4	7.7	7.7	15.4	7.7
11-15 Years				7.7	7.7	7.7	15.4
16-20 Years							
>20 Years							
Did Not Report	30.8	46.2	69.2	76.9	69.2	76.9	76.9

- ◆ 30.8% must use all PTO time by the end of the year
- ◆ 46.2% may carry some or all PTO time over to the next year
- ◆ 15.4% may cash in some or all of their time in lieu of taking time off
- ◆ 15.4% allow a combination of cashing in and carrying over PTO time
- ◆ 0.0% have other policies regarding remaining PTO

Combined Paid Time Off Programs (PTO) – Exempt

- ◆ 16.7% reported having a combined paid time off program (PTO)
- ◆ 83.3% reported having separate programs for time off

Paid Absences Included in PTO Program – Exempt:



Length of Service Required to Earn Listed PTO Days – Exempt:

Service	Percent of Companies Reporting						
	<=5 Days	6-10 Days	11-15 days	16-20 days	21-25 days	26-30 days	31-35 days
<6 Months	45.5	9.1			9.1		
6-11 Months	9.1						
1 Year	18.2	18.2					
2 Years		9.1					
3 Years							
4-5 Years		9.1	9.1				
6-10 Years			9.1	9.1	9.1	9.1	9.1
11-15 Years				9.1	9.1	9.1	9.1
16-20 Years							
>20 Years							
Did Not Report	27.3	54.5	81.8	81.8	72.7	81.8	81.8

- ◆ 36.4% must use all PTO time by the end of the year
- ◆ 54.5% may carry some or all PTO time over to the next year
- ◆ 18.2% may cash in some or all of their time in lieu of taking time off
- ◆ 9.1% allow a combination of cashing in and carrying over PTO time
- ◆ 0.0% have other policies regarding remaining PTO

Separate Paid Time Off Programs (Non-PTO)

Vacation – Non-Exempt

Length of Service Required for Listed Weeks of Vacation (Non-PTO Days) – Non-Exempt:

Service	Percent of Companies Reporting				
	1 Week	2 Weeks	3 weeks	4 weeks	5 weeks
<6 Months	1.5				
6-11 Months	13.6				
1 Year	56.1	27.3			
2 Years		25.8			
3 Years	1.5	25.8	1.5		
4-5 Years		6.1	24.2		
6-10 Years			48.5	6.1	
11-15 Years			4.5	28.8	
16-20 Years				3.0	7.6
>20 Years				1.5	6.1
Did Not Report	27.3	15.2	21.2	60.6	86.4

- ◆ 39.0% must use all vacation time by the end of the year
- ◆ 27.1% may carry some or all vacation time over to the next year
- ◆ 8.5% may cash in some or all of their vacation time in lieu of taking time off
- ◆ 10.2% allow a combination of cashing in and carrying over vacation time
- ◆ 15.3% have other policies regarding remaining vacation

Vacation – Exempt

Length of Service Required for Listed Weeks of Vacation (Non-PTO Days) – Exempt:

Service	Percent of Companies Reporting				
	1 Week	2 Weeks	3 weeks	4 weeks	5 weeks
<6 Months	3.0				
6-11 Months	16.7				
1 Year	43.9	31.8			
2 Years		21.2			
3 Years	1.5	22.7	1.5		
4-5 Years		4.5	25.8		
6-10 Years			40.9	6.1	
11-15 Years			4.5	30.3	
16-20 Years				3.0	7.6
>20 Years				1.5	6.1
Did Not Report	34.8	19.7	27.3	59.1	86.4

- ◆ 45.6% must use all vacation time by the end of the year
- ◆ 22.8% may carry some or all vacation time over to the next year
- ◆ 10.5% may cash in some or all of their vacation time in lieu of taking time off
- ◆ 8.8% allow a combination of cashing in and carrying over vacation time
- ◆ 12.3% have other policies regarding remaining vacation

Sick Days – Non-Exempt

Sick Days Provided Annually

Number of Sick Days	% Reporting
Do not grant sick days	56.9
1 – 4 days	12.1
5 – 8 days	19.0
9 –11 days	0.0
More than 11 days	1.7
Varies by service	10.3

Disposition of Unused Sick Days

Policy	% Reporting
Forfeit unused sick days	26.1
Receive pay for unused days	26.1
Accumulate days:	30.4
▪ 1 - 30 days	71.4
▪ 31 – 60 days	28.6
▪ 61 – 90 days	0.0
▪ 91 – 120 days	0.0
▪ More than 120 days	0.0
Other	17.4

Sick Days – Exempt

Sick Days Provided Annually

Number of Sick Days	% Reporting
Do not grant sick days	54.5
1 – 4 days	10.9
5 – 8 days	21.8
9 –11 days	0.0
More than 11 days	1.8
Varies by service	10.9

Disposition of Unused Sick Days

Policy	% Reporting
Forfeit unused sick days	29.2
Receive pay for unused days	20.8
Accumulate days:	33.3
▪ 1 - 30 days	62.5
▪ 31 – 60 days	37.5
▪ 61 – 90 days	0.0
▪ 91 – 120 days	0.0
▪ More than 120 days	0.0
Other	16.7

Holidays – Non-Exempt

Number of Holidays Granted Annually to Non-Exempt Employees

Number of Holidays	% Reporting
Up to 8	39.3
9 – 11	55.7
12 – 14	4.9
More than 14	0.0

Holidays – Exempt

Number of Holidays Granted Annually to Exempt Employees

Number of Holidays	% Reporting
Up to 8	40.7
9 – 11	55.9
12 – 14	3.4
More than 14	0.0

Other Programs, Policies and Procedures

Non-Standard Work Schedules

- ◆ 18.2% of participants reported having some type of non-standard work schedule in place for Non-Exempt employees.
- ◆ 18.2% of participants reported having some type of non-standard work schedule in place for Exempt employees.

Types of Non-Standard Work Schedules Allowed

(of those with non-standard schedule, % reporting)

Description	Non-Exempt	Exempt
Compressed work week	50.0	25.0
Job sharing	8.3	8.3
Flexible hours within work day	83.3	91.7
Other	8.3	0.0

Flexible Benefit Programs

- ◆ 63.6% of participants currently have a Section 125 Program in place for Non-Exempt employees.
- ◆ 63.6% of participants currently have a Section 125 Program in place for Exempt employees.

Section 125 Components Utilized

(of Those with Section 125, % Reporting)

Description	Non-Exempt	Exempt
Pre-tax payment of premiums	83.3	83.3
Flexible spending account	47.6	50.0
Cafeteria plan	14.3	14.3

Health Care Funding

Type of Health Care Funding Utilized

(% Reporting)

Description	Non-Exempt	Exempt
Outside health insurance carrier	64.5	65.6
Self-funded	35.5	34.4
Not applicable – employee pays premium	0.0	0.0

BENEFITS PRACTICES

BENTON COUNTY

BENEFIT PRACTICES – BENTON COUNTY

This section presents the results of the benefits section of the survey. It reports responses relative to various insurance programs, costs of benefits programs, paid time off practices, vacation, pension plans and other benefits issues.

Benefit Programs Offered

Non-Exempt

Benefit Type	% Reporting
Health Insurance	
Employee	100.0
Family	83.3
Life Insurance	
Employee	100.0
Family	50.0
Dental Insurance	
Employee	50.0
Family	33.3
Vision Insurance	
Employee	50.0
Family	50.0
Pension/Retirement Plan	
Employee	83.3
Short-Term Disability	
Employee	100.0
Long-Term-Disability	
Employee	66.7

Exempt

Benefit Type	% Reporting
Health Insurance	
Employee	100.0
Family	83.3
Life Insurance	
Employee	100.0
Family	50.0
Dental Insurance	
Employee	50.0
Family	33.3
Vision Insurance	
Employee	50.0
Family	50.0
Pension/Retirement Plan	
Employee	83.3
Short-Term Disability	
Employee	100.0
Long-Term-Disability	
Employee	66.7

Cost of Benefit Programs

Average Cost of Benefit Program Paid By Employer – Non-Exempt

Benefit type	Percent Premium Paid by Employer					
	0%	1-24%	25-49%	50-74%	75%-99%	100%
Health insurance						
Employee	0.0	0.0	16.7	33.3	33.3	16.7
Family	20.0	0.0	40.0	0.0	40.0	0.0
Life insurance						
Employee	0.0	16.7	0.0	0.0	0.0	83.3
Family	.*	.*	.*	.*	.*	.*
Dental insurance						
Employee	.*	.*	.*	.*	.*	.*
Family	.*	.*	.*	.*	.*	.*
Vision insurance						
Employee	.*	.*	.*	.*	.*	.*
Family	.*	.*	.*	.*	.*	.*
Pension/retirement plan						
Employee	0.0	0.0	40.0	40.0	0.0	20.0
Short-term disability						
Employee	33.3	16.7	0.0	16.7	0.0	33.3
Long-term disability						
Employee	.*	.*	.*	.*	.*	.*

Average Cost of Benefit Program Paid By Employer – Exempt

Benefit Type	Percent Premium Paid by Employer					
	0%	1-24%	25-49%	50-74%	75%-99%	100%
Health Insurance						
Employee	0.0	0.0	16.7	33.3	33.3	16.7
Family	20.0	0.0	20.0	20.0	40.0	0.0
Life Insurance						
Employee	0.0	16.7	0.0	0.0	0.0	83.3
Family	.*	.*	.*	.*	.*	.*
Dental Insurance						
Employee	.*	.*	.*	.*	.*	.*
Family	.*	.*	.*	.*	.*	.*
Vision Insurance						
Employee	.*	.*	.*	.*	.*	.*
Family	.*	.*	.*	.*	.*	.*
Pension/Retirement Plan						
Employee	0.0	0.0	40.0	20.0	0.0	40.0
Short-Term Disability						
Employee	33.3	16.7	0.0	16.7	0.0	33.3
Long-Term Disability						
Employee	.*	.*	.*	.*	.*	.*

Wellness Programs

Wellness, Health Promotion or Screening Programs – Non-Exempt:

Program	% Reporting
On-Site Fitness Facility	0.0
Paid off-Site Fitness Facility	0.0
Weight Loss Assistance	0.0
Stress Management	0.0
Self-Care Education	16.7
Nutrition Counseling	0.0
Pre-Natal Care	0.0
Well Baby Care	16.7
Cancer Screening	0.0
Glaucoma Screening	0.0
Periodic Physical Exams	16.7
Early Detection Screening	0.0
Substance Abuse Treatment	33.3
Smoking Cessation	0.0
Blood Pressure Screening	16.7
Immunizations For Children	0.0
First Aid/CPR Training	33.3
None	33.3
Other Programs*	33.3

*Other programs included annual cholesterol checks, employee assistance program, fitness center reimbursement, flu shots and PPD.

Wellness, Health Promotion or Screening Programs – Exempt:

Program	% Reporting
On-site fitness facility	0.0
Paid off-site fitness facility	0.0
Weight loss assistance	0.0
Stress management	0.0
Self-care education	16.7
Nutrition counseling	0.0
Pre-natal care	0.0
Well baby care	16.7
Cancer screening	0.0
Glaucoma screening	0.0
Periodic physical exams	16.7
Early detection screening	0.0
Substance abuse treatment	33.3
Smoking cessation	0.0
Blood pressure screening	16.7
Immunizations for children	0.0
First aid/CPR training	33.3
None	33.3
Other programs*	33.3

*Other programs included annual cholesterol checks, employee assistance program, fitness center reimbursement, flu shots and PPD.

Healthcare Cost Containment Programs

Cost Containment Measures Utilized – Non-Exempt

Program	% Reporting
Claims Review	0.0
Concurrent Review	0.0
Pre-Authorization For Hospitalization	0.0
Pre-Admission Testing	16.7
Mandatory Second Opinion – Non-Emergency Surgery	0.0
Voluntary Second Opinion Paid In Full	0.0
Pharmacy Benefits Management (PBM)	0.0
Managed Care Plans With Incentives	16.7
Outpatient Incentives	0.0
Generic Drug Incentive	16.7
Pre-Existing Condition Clause	0.0
Non-Emergency Use of Emergency Facilities Penalty	16.7
Coordination of Benefits	0.0
Cash Incentives For Finding Billing Errors	0.0
Disease Management	0.0
Other*	0.0

* Other includes annual health fair, higher deductible for out-of-network providers, promotion of free health screenings and tobacco premium.

Cost Containment Measures Utilized - Exempt

Program	% Reporting
Claims Review	0.0
Concurrent Review	0.0
Pre-Authorization For Hospitalization	0.0
Pre-Admission Testing	16.7
Mandatory Second Opinion – Non-Emergency Surgery	0.0
Voluntary Second Opinion Paid In Full	0.0
Pharmacy Benefits Management (PBM)	0.0
Managed Care Plans With Incentives	16.7
Outpatient Incentives	0.0
Generic Drug Incentive	16.7
Pre-Existing Condition Clause	0.0
Non-Emergency Use of Emergency Facilities Penalty	16.7
Coordination of Benefits	0.0
Cash Incentives For Finding Billing Errors	0.0
Disease Management	0.0
Other*	0.0

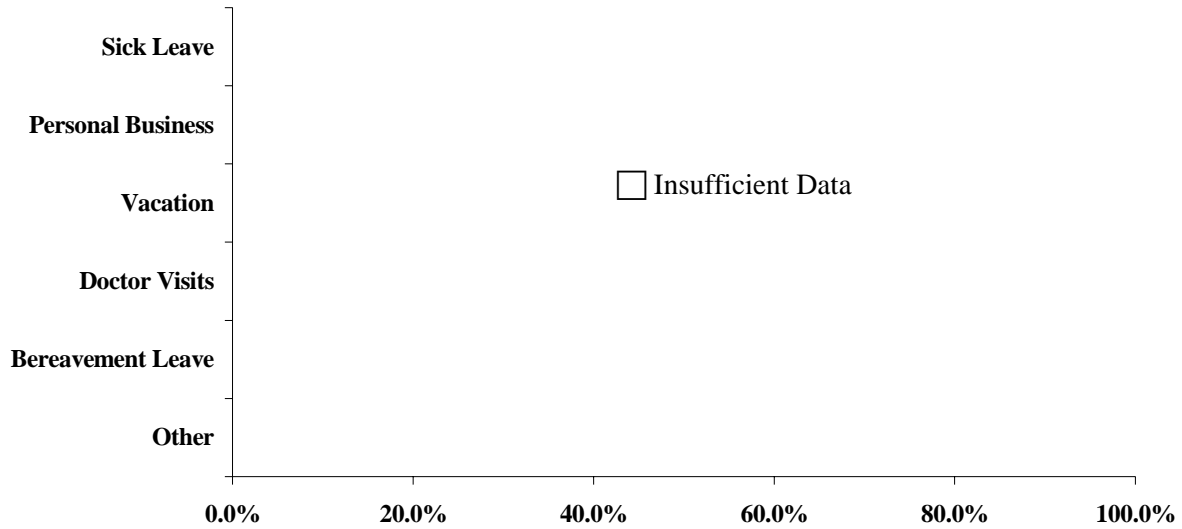
* Other includes annual health fair, higher deductible for out-of-network providers, promotion of free health screenings and tobacco premium.

Paid Time Off Programs

Combined Paid Time Off Programs (PTO) – Non-Exempt

- ◆ 16.7% reported having a combined paid time off program (PTO)
- ◆ 83.3% reported having separate programs for time off

Paid Absences Included In PTO Program – Non-Exempt:



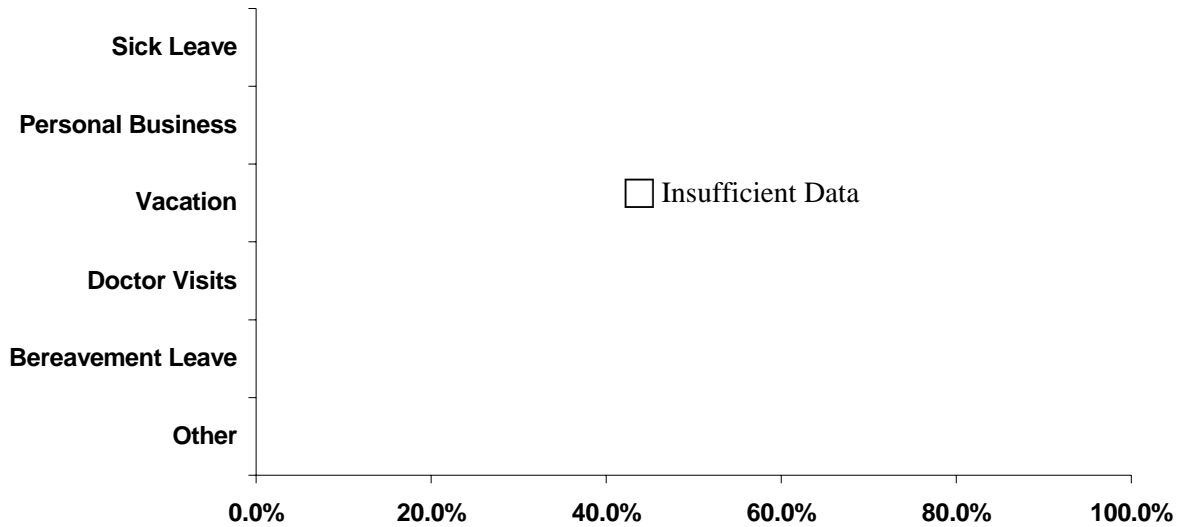
Length of Service Required For PTO Days – Non-Exempt:

Service	Percent of Companies Reporting						
	<=5 Days	6-10 Days	11-15 days	16-20 days	21-25 days	26-30 days	31-35 days
<6 Months		100.0					
6-11 Months							
1 Year							
2 Years							
3 Years							
4-5 Years							
6-10 Years							
11-15 Years							
16-20 Years							
>20 Years							
Did Not Report	100.0		100.0	100.0	100.0	100.0	100.0

Combined Paid Time Off Programs (PTO) – Exempt

- ◆ 16.7% reported having a combined paid time off program (PTO)
- ◆ 83.3% reported having separate programs for time off

Paid Absences Included In PTO Program – Exempt:



length of service required to earn listed PTO days – Exempt:

Service	Percent of Companies Reporting						
	<=5 Days	6-10 Days	11-15 Days	16-20 Days	21-25 Days	26-30 Days	31-35 Days
<6 Months		100.0					
6-11 Months							
1 Year							
2 Years							
3 Years							
4-5 Years							
6-10 Years							
11-15 Years							
16-20 Years							
>20 Years							
Did Not Report	100.0		100.0	100.0	100.0	100.0	100.0

Separate Paid Time Off Programs (Non-PTO)

Vacation – Non-Exempt

Length of Service Required For Listed Weeks of Vacation (Non-PTO Days) – Non-Exempt:

Service	Percent of Companies Reporting				
	1 Week	2 Weeks	3 Weeks	4 Weeks	5 Weeks
<6 Months					
6-11 Months	16.7				
1 Year	33.3	16.7			
2 Years		16.7			
3 Years	16.7	33.3			
4-5 Years		16.7			
6-10 Years			66.7		
11-15 Years			16.7	50.0	
16-20 Years					16.7
>20 Years					
Did Not Report	33.3	16.7	16.7	50.0	83.3

- ✦ 40.0% must use all vacation time by the end of the year
- ✦ 20.0% may carry some or all vacation time over to the next year
- ✦ 20.0% may cash in some or all of their vacation time in lieu of taking time off
- ✦ 20.0% allow a combination of cashing in and carrying over vacation time
- ✦ 0.0% have other policies regarding remaining vacation

Vacation – Exempt

Length of Service Required For Listed Weeks of Vacation (Non-PTO Days) – Exempt:

Service	Percent of Companies Reporting				
	1 Week	2 Weeks	3 Weeks	4 Weeks	5 Weeks
<6 Months	16.7				
6-11 Months					
1 Year	33.3				
2 Years		33.3			
3 Years	16.7	33.3			
4-5 Years		16.7			
6-10 Years			66.7		
11-15 Years			16.7	50.0	
16-20 Years					16.7
>20 Years					
Did Not Report	33.3	16.7	16.7	50.0	83.3

- ✦ 50.0% must use all vacation time by the end of the year
- ✦ 16.7% may carry some or all vacation time over to the next year
- ✦ 16.7% may cash in some or all of their vacation time in lieu of taking time off
- ✦ 16.7% allow a combination of cashing in and carrying over vacation time
- ✦ 0.0% have other policies regarding remaining vacation

Sick Days – Non-Exempt

Sick Days Provided Annually

Number of Sick Days	% Reporting
Do not grant sick days	40.0
1 – 4 days	20.0
5 – 8 days	20.0
9 –11 days	0.0
More than 11 days	0.0
Varies by service	20.0

Disposition of Unused Sick Days

Policy	% Reporting
Forfeit unused sick days	
Receive pay for unused days	
Accumulate days: <ul style="list-style-type: none"> ▪ 1 - 30 days ▪ 31 – 60 days ▪ 61 – 90 days ▪ 91 – 120 days ▪ More than 120 days 	Insufficient Data
Other	

Sick Days – Exempt

Sick Days Provided Annually

Number of Sick Days	% Reporting
Do not grant sick days	60.0
1 – 4 days	20.0
5 – 8 days	0.0
9 –11 days	0.0
More than 11 days	0.0
Varies by service	20.0

Disposition of Unused Sick Days

Policy	% Reporting
Forfeit unused sick days	
Receive pay for unused days	
Accumulate days: <ul style="list-style-type: none"> ▪ 1 - 30 days ▪ 31 – 60 days ▪ 61 – 90 days ▪ 91 – 120 days ▪ More than 120 days 	Insufficient Data
Other	

Holidays – Non-Exempt

Number of Holidays Granted Annually to Non-Exempt Employees

Number of Holidays	% Reporting
Up to 8	60.0
9 – 11	40.0
12 – 14	0.0
More than 14	0.0

Holidays – Exempt

Number of Holidays Granted Annually to Exempt Employees

Number of Holidays	% Reporting
Up to 8	66.7
9 – 11	33.3
12 – 14	0.0
More than 14	0.0

Other Programs, Policies and Procedures

Non-Standard Work Schedules

- ◆ 16.7% of participants reported having some type of non-standard work schedule in place for Non-Exempt employees.
- ◆ 16.7% of participants reported having some type of non-standard work schedule in place for Exempt employees.

Types of non-standard work schedules allowed

(of those with non-standard schedule, % reporting)

Description	Non-Exempt	Exempt
Compressed work week		
Job sharing	Insufficient Data	
Flexible hours within work day		
Other		

Flexible Benefit Programs

- ◆ 66.7% of participants currently have a Section 125 Program in place for Non-Exempt employees.
- ◆ 66.7% of participants currently have a Section 125 Program in place for Exempt employees.

Section 125 Components Utilized

(of Those with Section 125, % Reporting)

Description	Non-Exempt	Exempt
Pre-tax payment of premiums		
Flexible spending account	Insufficient Data	
Cafeteria plan		

Health Care Funding

Type of Health Care Funding Utilized

(% Reporting)

Description	Non-Exempt	Exempt
Outside Health Insurance Carrier	100.0	100.0
Self-Funded	0.0	0.0
Not Applicable – Employee Pays Premium	0.0	0.0

BENEFITS PRACTICES

JASPER COUNTY

BENEFIT PRACTICES – JASPER COUNTY

This section presents the results of the benefits section of the survey. It reports responses relative to various insurance programs, costs of benefits programs, paid time off practices, vacation, pension plans and other benefits issues.

Benefit Programs Offered

Non-Exempt

Benefit Type	% Reporting
Health Insurance	
Employee	100.0
Family	100.0
Life Insurance	
Employee	100.0
Family	100.0
Dental Insurance	
Employee	100.0
Family	100.0
Vision Insurance	
Employee	57.1
Family	57.1
Pension/Retirement Plan	
Employee	71.4
Short-Term Disability	
Employee	100.0
Long-Term-Disability	
Employee	57.1

Exempt

Benefit Type	% Reporting
Health Insurance	
Employee	100.0
Family	100.0
Life Insurance	
Employee	100.0
Family	100.0
Dental Insurance	
Employee	100.0
Family	100.0
Vision Insurance	
Employee	57.1
Family	57.1
Pension/Retirement Plan	
Employee	71.4
Short-Term Disability	
Employee	85.7
Long-Term-Disability	
Employee	100.0

Cost of Benefit Programs

Average Cost of Benefit Program Paid By Employer – Non-Exempt

Benefit Type	Percent Premium Paid by Employer					
	0%	1-24%	25-49%	50-74%	75%-99%	100%
Health Insurance						
Employee	0.0	0.0	33.3	0.0	66.7	0.0
Family	0.0	0.0	33.3	16.7	50.0	0.0
Life Insurance						
Employee	0.0	0.0	0.0	0.0	33.3	66.7
Family	16.7	16.7	0.0	0.0	33.3	33.3
Dental Insurance						
Employee	0.0	0.0	33.3	0.0	66.7	0.0
Family	0.0	0.0	33.3	16.7	50.0	0.0
Vision Insurance						
Employee	**.0	**.0	**.0	**.0	**.0	**.0
Family	**.0	**.0	**.0	**.0	**.0	**.0
Pension/Retirement Plan						
Employee	16.7	16.7	33.3	0.0	16.7	16.7
Short-Term Disability						
Employee	16.7	0.0	0.0	0.0	16.7	66.7
Long-Term Disability						
Employee	16.7	0.0	0.0	0.0	33.3	50.0

Average Cost of Benefit Program Paid By Employer – Exempt

Benefit Type	Percent Premium Paid by Employer					
	0%	1-24%	25-49%	50-74%	75%-99%	100%
Health Insurance						
Employee	0.0	0.0	16.7	16.7	66.7	0.0
Family	0.0	0.0	16.7	33.3	50.0	0.0
Life Insurance						
Employee	0.0	0.0	0.0	0.0	33.3	66.7
Family	16.7	16.7	0.0	0.0	33.3	33.3
Dental Insurance						
Employee	0.0	0.0	16.7	16.7	66.7	0.0
Family	0.0	0.0	16.7	33.3	50.0	0.0
Vision Insurance						
Employee	**.0	**.0	**.0	**.0	**.0	**.0
Family	**.0	**.0	**.0	**.0	**.0	**.0
Pension/Retirement Plan						
Employee	0.0	20.0	20.0	0.0	40.0	20.0
Short-Term Disability						
Employee	16.7	0.0	0.0	0.0	16.7	66.7
Long-Term Disability						
Employee	0.0	0.0	16.7	0.0	33.3	50.0

Wellness Programs

% Reporting Use of Wellness, Health Promotion or Screening Programs – Non-Exempt:

Program	% Reporting
On-Site Fitness Facility	28.6
Paid off-Site Fitness Facility	14.3
Weight Loss Assistance	0.0
Stress Management	14.3
Self-Care Education	14.3
Nutrition Counseling	0.0
Pre-Natal Care	14.3
Well Baby Care	42.9
Cancer Screening	14.3
Glaucoma Screening	0.0
Periodic Physical Exams	28.6
Early Detection Screening	0.0
Substance Abuse Treatment	28.6
Smoking Cessation	42.9
Blood Pressure Screening	14.3
Immunizations For Children	28.6
First Aid/CPR Training	42.9
None	14.3
Other Programs*	28.6

*Other programs included annual cholesterol checks, employee assistance program, fitness center reimbursement, flu shots and PPD.

% Reporting Use of Wellness, Health Promotion or Screening Programs – Exempt:

Program	% Reporting
On-Site Fitness Facility	28.6
Paid off-Site Fitness Facility	14.3
Weight Loss Assistance	0.0
Stress Management	14.3
Self-Care Education	14.3
Nutrition Counseling	0.0
Pre-Natal Care	14.3
Well Baby Care	42.9
Cancer Screening	14.3
Glaucoma Screening	0.0
Periodic Physical Exams	28.6
Early Detection Screening	0.0
Substance Abuse Treatment	28.6
Smoking Cessation	42.9
Blood Pressure Screening	14.3
Immunizations For Children	28.6
First Aid/CPR Training	42.9
None	14.3
Other Programs*	28.6

*Other programs included annual cholesterol checks, employee assistance program, fitness center reimbursement, flu shots and PPD.

Healthcare Cost Containment Programs

Cost Containment Measures Utilized – Non-Exempt

Program	% Reporting
Claims Review	42.9
Concurrent Review	14.3
Pre-Authorization For Hospitalization	71.4
Pre-Admission Testing	0.0
Mandatory Second Opinion – Non-Emergency Surgery	0.0
Voluntary Second Opinion Paid In Full	42.9
Pharmacy Benefits Management (PBM)	28.6
Managed Care Plans With Incentives	0.0
Outpatient Incentives	14.3
Generic Drug Incentive	100.0
Pre-Existing Condition Clause	14.3
Non-Emergency Use of Emergency Facilities Penalty	14.3
Coordination of Benefits	42.9
Cash Incentives For Finding Billing Errors	0.0
Disease Management	14.3
Other*	0.0

* Other includes annual health fair, higher deductible for out-of-network providers, promotion of free health screenings and tobacco premium.

Cost Containment Measures Utilized - Exempt

Program	% Reporting
Claims Review	42.9
Concurrent Review	14.3
Pre-Authorization For Hospitalization	71.4
Pre-Admission Testing	0.0
Mandatory Second Opinion – Non-Emergency Surgery	0.0
Voluntary Second Opinion Paid In Full	42.9
Pharmacy Benefits Management (PBM)	28.6
Managed Care Plans With Incentives	0.0
Outpatient Incentives	14.3
Generic Drug Incentive	100.0
Pre-Existing Condition Clause	14.3
Non-Emergency Use of Emergency Facilities Penalty	14.3
Coordination of Benefits	42.9
Cash Incentives For Finding Billing Errors	0.0
Disease Management	14.3
Other*	0.0

* Other includes annual health fair, higher deductible for out-of-network providers, promotion of free health screenings and tobacco premium.

Paid Time Off Programs

Combined Paid Time Off Programs (PTO) – Non-Exempt

- ◆ 28.6% reported having a combined paid time off program (PTO)
- ◆ 72.4% reported having separate programs for time off

Paid Absences Included In PTO Program – Non-Exempt:



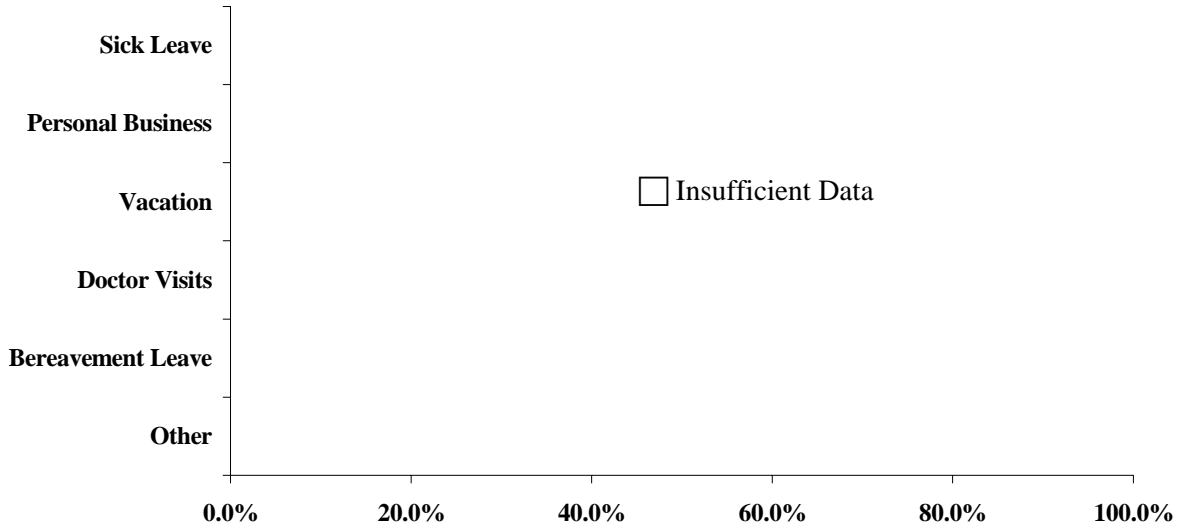
Length of Service Required For PTO Days – Non-Exempt:

Service	Percent of Companies Reporting						
	<=5 Days	6-10 Days	11-15 Days	16-20 Days	21-25 Days	26-30 Days	31-35 Days
<6 Months	50.0						
6-11 Months							
1 Year		50.0					
2 Years			50.0				
3 Years							
4-5 Years				50.0	50.0		
6-10 Years						50.0	
11-15 Years							50.0
16-20 Years							
>20 Years							
Did Not Report	50.0	50.0	50.0	50.0	50.0	50.0	50.0

Combined Paid Time Off Programs (PTO) – Exempt

- ◆ 14.3% reported having a combined paid time off program (PTO)
- ◆ 86.7% reported having separate programs for time off

Paid Absences Included In PTO Program – Exempt:



Length of Service Required to Earn Listed PTO Days – Exempt:

Service	Percent of Companies Reporting						
	<=5 Days	6-10 Days	11-15 Days	16-20 Days	21-25 Days	26-30 Days	31-35 Days
<6 Months	100.0						
6-11 Months							
1 Year							
2 Years							
3 Years							
4-5 Years							
6-10 Years							
11-15 Years							
16-20 Years							
>20 Years							
Did Not Report		100.0	100.0	100.0	100.0	100.0	100.0

Separate Paid Time Off Programs (Non-PTO)

Vacation – Non-Exempt

Length of Service Required For Listed Weeks of Vacation (Non-PTO Days) – Non-Exempt:

Service	Percent Companies Reporting				
	1 Week	2 Weeks	3 Weeks	4 Weeks	5 Weeks
<6 Months	14.3				
6-11 Months	14.3				
1 Year	42.9	42.9			
2 Years		14.3			
3 Years		14.3			
4-5 Years		14.3	28.6		
6-10 Years			57.1		
11-15 Years				42.9	
16-20 Years					14.3
>20 Years					
Did Not Report	28.6	14.3	14.3	57.1	85.7

- ✦ 50.0% must use all vacation time by the end of the year
- ✦ 33.3% may carry some or all vacation time over to the next year
- ✦ 0.0% may cash in some or all of their vacation time in lieu of taking time off
- ✦ 0.0% allow a combination of cashing in and carrying over vacation time
- ✦ 16.7% have other policies regarding remaining vacation

Vacation – Exempt

Length of Service Required For Listed Weeks of Vacation (Non-PTO Days) – Exempt:

Service	Percent Companies Reporting				
	1 Week	2 Weeks	3 Weeks	4 Weeks	5 Weeks
<6 Months	14.3				
6-11 Months	14.3				
1 Year	14.3	57.1			
2 Years					
3 Years		14.3			
4-5 Years			42.9		
6-10 Years			28.6		
11-15 Years				42.9	
16-20 Years					14.3
>20 Years					
Did Not Report	57.1	28.6	28.6	57.1	85.7

- ✦ 83.3% must use all vacation time by the end of the year
- ✦ 16.7% may carry some or all vacation time over to the next year
- ✦ 0.0% may cash in some or all of their vacation time in lieu of taking time off
- ✦ 0.0% allow a combination of cashing in and carrying over vacation time
- ✦ 0.0% have other policies regarding remaining vacation

Sick Days – Non-Exempt

Sick Days Provided Annually

Number of Sick Days	% Reporting
Do not grant sick days	80.0
1 – 4 days	0.0
5 – 8 days	20.0
9 –11 days	0.0
More than 11 days	0.0
Varies by service	0.0

Disposition of Unused Sick Days

Policy	% Reporting
Forfeit unused sick days	
Receive pay for unused days	
Accumulate days: <ul style="list-style-type: none"> ▪ 1 - 30 days ▪ 31 – 60 days ▪ 61 – 90 days ▪ 91 – 120 days ▪ More than 120 days 	Insufficient Data
Other	

Sick Days – Exempt

Sick Days Provided Annually

Number of Sick Days	% Reporting
Do not grant sick days	50.0
1 – 4 days	0.0
5 – 8 days	50.0
9 –11 days	0.0
More than 11 days	0.0
Varies by service	0.0

Disposition of Unused Sick Days

Policy	% Reporting
Forfeit unused sick days	
Receive pay for unused days	
Accumulate days: <ul style="list-style-type: none"> ▪ 1 - 30 days ▪ 31 – 60 days ▪ 61 – 90 days ▪ 91 – 120 days ▪ More than 120 days 	Insufficient Data
Other	

Holidays – Non-Exempt

Number of Holidays Granted Annually to Non-Exempt Employees

Number of Holidays	% Reporting
Up to 8	14.3
9 – 11	71.4
12 – 14	14.3
More than 14	0.0

Holidays – Exempt

Number of Holidays Granted Annually to Exempt Employees

Number of Holidays	% Reporting
Up to 8	14.3
9 – 11	85.7
12 – 14	0.0
More than 14	0.0

Other Programs, Policies and Procedures

Non-Standard Work Schedules

- ◆ 42.9% of participants reported having some type of non-standard work schedule in place for Non-Exempt employees.
- ◆ 28.6% of participants reported having some type of non-standard work schedule in place for Exempt employees.

Types of non-standard work schedules allowed

(of those with non-standard schedule, % reporting)

Description	Non-Exempt	Exempt
Compressed Work Week		
Job Sharing	Insufficient Data	
Flexible Hours Within Work Day		
Other		

Flexible Benefit Programs

- ◆ 71.4% of participants currently have a Section 125 Program in place for Non-Exempt employees.
- ◆ 71.4% of participants currently have a Section 125 Program in place for Exempt employees.

Section 125 Components Utilized

(of Those with Section 125, % Reporting)

Description	Non-Exempt	Exempt
Pre-Tax Payment of Premiums	80.0	80.0
Flexible Spending Account	100.0	80.0
Cafeteria Plan	0.0	0.0

Health Care Funding

Type of Health Care Funding Utilized

(% Reporting)

Description	Non-Exempt	Exempt
Outside Health Insurance Carrier	28.6	28.6
Self-Funded	71.4	71.4
Not Applicable – Employee Pays Premium	0.0	0.0

BENEFITS PRACTICES

NEWTON COUNTY

BENEFIT PRACTICES – NEWTON COUNTY

This section presents the results of the benefits section of the survey. It reports responses relative to various insurance programs, costs of benefits programs, paid time off practices, vacation, pension plans and other benefits issues.

Benefit Programs Offered

Non-Exempt

Benefit Type	% Reporting
Health Insurance	
Employee	100.0
Family	100.0
Life Insurance	
Employee	100.0
Family	20.0
Dental Insurance	
Employee	60.0
Family	60.0
Vision Insurance	
Employee	60.0
Family	40.0
Pension/Retirement Plan	
Employee	60.0
Short-Term Disability	
Employee	40.0
Long-Term-Disability	
Employee	40.0

Exempt

Benefit Type	% Reporting
Health Insurance	
Employee	60.0
Family	60.0
Life Insurance	
Employee	60.0
Family	0.0
Dental Insurance	
Employee	60.0
Family	60.0
Vision Insurance	
Employee	40.0
Family	20.0
Pension/Retirement Plan	
Employee	40.0
Short-Term Disability	
Employee	20.0
Long-Term-Disability	
Employee	20.0

Cost of Benefit Programs

Average Cost of Benefit Program Paid By Employer – Non-Exempt

Benefit Type	Percent Premium Paid By Employer					
	0%	1-24%	25-49%	50-74%	75%-99%	100%
Health Insurance						
Employee	0.0	0.0	0.0	20.0	40.0	40.0
Family	0.0	0.0	0.0	20.0	40.0	40.0
Life Insurance						
Employee	0.0	0.0	0.0	20.0	0.0	80.0
Family	.*	.*	.*	.*	.*	.*
Dental Insurance						
Employee	.*	.*	.*	.*	.*	.*
Family	.*	.*	.*	.*	.*	.*
Vision Insurance						
Employee	.*	.*	.*	.*	.*	.*
Family	.*	.*	.*	.*	.*	.*
Pension/Retirement Plan						
Employee	.*	.*	.*	.*	.*	.*
Short-Term Disability						
Employee	.*	.*	.*	.*	.*	.*
Long-Term Disability						
Employee	.*	.*	.*	.*	.*	.*

Average Cost of Benefit Program Paid By Employer – Exempt

Benefit Type	Percent Premium Paid By Employer					
	0%	1-24%	25-49%	50-74%	75%-99%	100%
Health Insurance						
Employee						
Family						
Life Insurance						
Employee						
Family						
Dental Insurance						
Employee						
Family						
Vision Insurance						
Employee						
Family						
Pension/Retirement Plan						
Employee						
Short-Term Disability						
Employee						
Long-Term Disability						
Employee						

Wellness Programs

Wellness, Health Promotion or Screening Programs – Non-Exempt:

Program	% Reporting
On-Site Fitness Facility	0.0
Paid off-Site Fitness Facility	0.0
Weight Loss Assistance	20.0
Stress Management	0.0
Self-Care Education	20.0
Nutrition Counseling	0.0
Pre-Natal Care	20.0
Well Baby Care	20.0
Cancer Screening	20.0
Glaucoma Screening	0.0
Periodic Physical Exams	40.0
Early Detection Screening	20.0
Substance Abuse Treatment	20.0
Smoking Cessation	20.0
Blood Pressure Screening	0.0
Immunizations For Children	20.0
First Aid/CPR Training	40.0
None	0.0
Other Programs*	20.0

*Other programs included annual cholesterol checks, employee assistance program, fitness center reimbursement, flu shots and PPD.

Wellness, Health Promotion or Screening Programs – Exempt:

Program	% Reporting
On-Site Fitness Facility	0.0
Paid off-Site Fitness Facility	0.0
Weight Loss Assistance	20.0
Stress Management	0.0
Self-Care Education	20.0
Nutrition Counseling	0.0
Pre-Natal Care	20.0
Well Baby Care	20.0
Cancer Screening	20.0
Glaucoma Screening	0.0
Periodic Physical Exams	20.0
Early Detection Screening	0.0
Substance Abuse Treatment	20.0
Smoking Cessation	20.0
Blood Pressure Screening	0.0
Immunizations For Children	20.0
First Aid/CPR Training	40.0
None	0.0
Other Programs*	20.0

*Other programs included annual cholesterol checks, employee assistance program, fitness center reimbursement, flu shots and PPD.

Healthcare Cost Containment Programs

Cost Containment Measures Utilized – Non-Exempt

Program	% Reporting
Claims Review	20.0
Concurrent Review	20.0
Pre-Authorization For Hospitalization	60.0
Pre-Admission Testing	20.0
Mandatory Second Opinion – Non-Emergency Surgery	0.0
Voluntary Second Opinion Paid In Full	0.0
Pharmacy Benefits Management (PBM)	0.0
Managed Care Plans With Incentives	20.0
Outpatient Incentives	40.0
Generic Drug Incentive	40.0
Pre-Existing Condition Clause	20.0
Non-Emergency Use of Emergency Facilities Penalty	40.0
Coordination of Benefits	20.0
Cash Incentives For Finding Billing Errors	0.0
Disease Management	0.0
Other*	0.0

* Other includes annual health fair, higher deductible for out-of-network providers, promotion of free health screenings and tobacco premium.

Cost Containment Measures Utilized - Exempt

Program	% Reporting
Claims Review	Insufficient Data
Concurrent Review	
Pre-Authorization For Hospitalization	
Pre-Admission Testing	
Mandatory Second Opinion – Non-Emergency Surgery	
Voluntary Second Opinion Paid In Full	
Pharmacy Benefits Management (PBM)	
Managed Care Plans With Incentives	
Outpatient Incentives	
Generic Drug Incentive	
Pre-Existing Condition Clause	
Non-Emergency Use of Emergency Facilities Penalty	
Coordination of Benefits	
Cash Incentives For Finding Billing Errors	
Disease Management	
Other*	

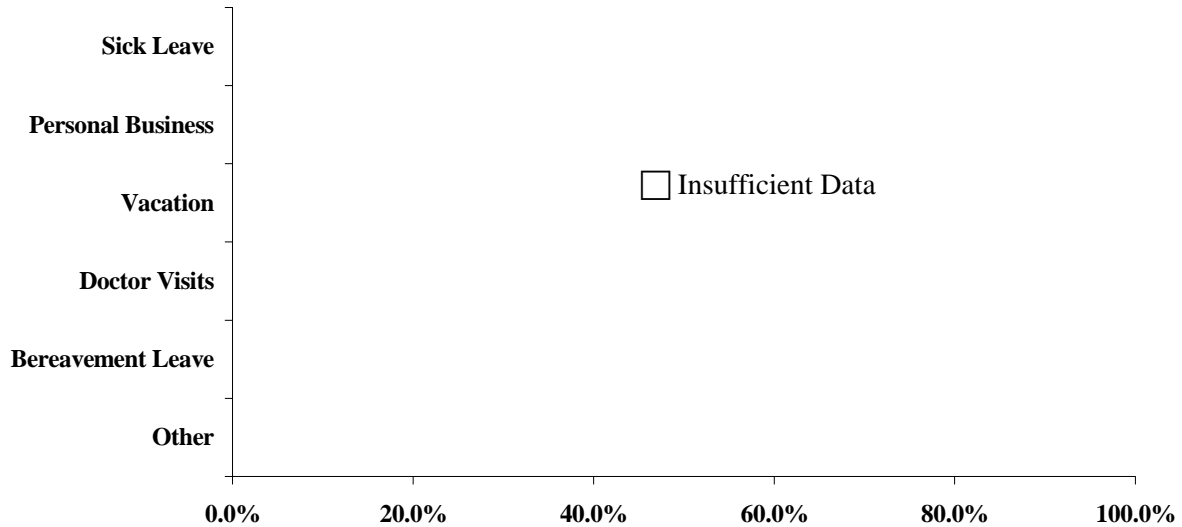
* Other includes annual health fair, higher deductible for out-of-network providers, promotion of free health screenings and tobacco premium.

Paid Time Off Programs

Combined Paid Time Off Programs (PTO) – Non-Exempt

- ◆ 20.0% reported having a combined paid time off program (PTO)
- ◆ 80.0% reported having separate programs for time off

Paid Absences Included In PTO Program – Non-Exempt:



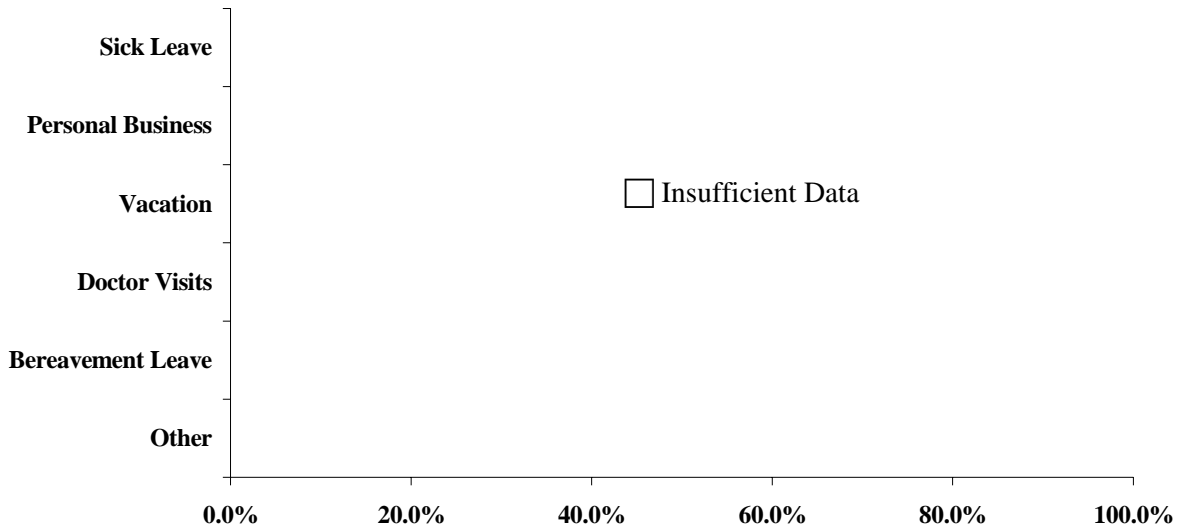
Length of Service Required For PTO Days – Non-Exempt:

Service	Percent of Companies Reporting						
	<=5 Days	6-10 Days	11-15 Days	16-20 Days	21-25 Days	26-30 Days	31-35 Days
<6 Months							
6-11 Months	100.0						
1 Year							
2 Years		100.0					
3 Years							
4-5 Years							
6-10 Years			100.0				
11-15 Years				100.0	100.0	100.0	100.0
16-20 Years							
>20 Years							
Did Not Report							

Combined Paid Time Off Programs (PTO) – Exempt

- ◆ 20.0% reported having a combined paid time off program (PTO)
- ◆ 80.0% Reported Having Separate Programs For Time off

Paid Absences Included In PTO Program – Exempt:



Length of Service Required to Earn Listed PTO Days – Exempt:

Service	Percent of Companies Reporting						
	<=5 Days	6-10 Days	11-15 Days	16-20 Days	21-25 Days	26-30 Days	31-35 Days
<6 Months							
6-11 Months	100.0						
1 Year							
2 Years		100.0					
3 Years							
4-5 Years							
6-10 Years			100.0				
11-15 Years				100.0	100.0	100.0	100.0
16-20 Years							
>20 Years							
Did Not Report							

Separate Paid Time Off Programs (Non-PTO)

Vacation – Non-Exempt

Length of Service Required For Listed Weeks of Vacation (Non-PTO Days) – Non-Exempt:

Service	Percent Companies Reporting				
	1 Week	2 Weeks	3 Weeks	4 Weeks	5 Weeks
<6 Months					
6-11 Months	20.0				
1 Year	40.0	40.0			
2 Years		20.0			
3 Years		20.0			
4-5 Years			40.0		
6-10 Years			40.0		
11-15 Years				20.0	
16-20 Years					20.0
>20 Years					
Did Not Report	40.0	20.0	20.0	80.0	80.0

Vacation – Exempt

Length of Service Required For Listed Weeks of Vacation (Non-PTO Days) – Exempt:

Service	Percent Companies Reporting				
	1 Week	2 Weeks	3 Weeks	4 Weeks	5 Weeks
<6 Months					
6-11 Months	20.0				
1 Year		40.0			
2 Years					
3 Years					
4-5 Years					
6-10 Years			40.0		
11-15 Years				20.0	
16-20 Years					20.0
>20 Years					
Did Not Report	80.0	60.0	60.0	80.0	80.0

Sick Days – Non-Exempt

Sick Days Provided Annually

Number of Sick Days	% Reporting
Do not grant sick days	100.0
1 – 4 days	0.0
5 – 8 days	0.0
9 –11 days	0.0
More than 11 days	0.0
Varies by service	0.0

Disposition of Unused Sick Days

Policy	% Reporting
Forfeit unused sick days	
Receive pay for unused days	
Accumulate days: <ul style="list-style-type: none"> ▪ 1 - 30 days ▪ 31 – 60 days ▪ 61 – 90 days ▪ 91 – 120 days ▪ More than 120 days 	Insufficient Data
Other	

Sick Days – Exempt

Sick Days Provided Annually

Number of Sick Days	% Reporting
Do not grant sick days	
1 – 4 days	
5 – 8 days	Insufficient
9 –11 days	Data
More than 11 days	
Varies by service	

Disposition of Unused Sick Days

Policy	% Reporting
Forfeit unused sick days	
Receive pay for unused days	
Accumulate days: <ul style="list-style-type: none"> ▪ 1 - 30 days ▪ 31 – 60 days ▪ 61 – 90 days ▪ 91 – 120 days ▪ More than 120 days 	Insufficient Data
Other	

Holidays – Non-Exempt

Number of Holidays Granted Annually to Non-Exempt Employees

Number of Holidays	% Reporting
Up to 8	
9 – 11	Insufficient
12 – 14	Data
More than 14	

Holidays – Exempt

Number of Holidays Granted Annually to Exempt Employees

Number of Holidays	% Reporting
Up to 8	
9 – 11	Insufficient
12 – 14	Data
More than 14	

Other Programs, Policies and Procedures

Non-Standard Work Schedules

- ◆ 20.0% of participants reported having some type of non-standard work schedule in place for Non-Exempt employees.
- ◆ 0.0% of participants reported having some type of non-standard work schedule in place for Exempt employees.

Types of Non-Standard Work Schedules Allowed

(of those with non-standard schedule, % reporting)

Description	Non-Exempt	Exempt
Compressed Work Week		
Job Sharing	Insufficient Data	
Flexible Hours Within Work Day		
Other		

Flexible Benefit Programs

- ◆ 40.0% of participants currently have a Section 125 Program in place for Non-Exempt employees.
- ◆ 40.0% of participants currently have a Section 125 Program in place for Exempt employees.

Section 125 Components Utilized

(of Those with Section 125, % Reporting)

Description	Non-Exempt	Exempt
Pre-Tax Payment of Premiums		
Flexible Spending Account	Insufficient Data	
Cafeteria Plan		

Health Care Funding

Type of Health Care Funding Utilized

(% Reporting)

Description	Non-Exempt	Exempt
Outside Health Insurance Carrier	*.*	100.0
Self-Funded	*.*	0.0
Not Applicable – Employee Pays Premium	*.*	0.0

BENEFITS PRACTICES

PULASKI COUNTY

BENEFIT PRACTICES – PULASKI COUNTY

This section presents the results of the benefits section of the survey. It reports responses relative to various insurance programs, costs of benefits programs, paid time off practices, vacation, pension plans and other benefits issues.

Benefit Programs Offered

Non-Exempt

Benefit Type	% Reporting
Health Insurance	
Employee	88.2
Family	82.4
Life Insurance	
Employee	82.4
Family	52.9
Dental Insurance	
Employee	64.7
Family	58.8
Vision Insurance	
Employee	47.1
Family	35.3
Pension/Retirement Plan	
Employee	64.7
Short-Term Disability	
Employee	70.6
Long-Term-Disability	
Employee	47.1

Exempt

Benefit Type	% Reporting
Health Insurance	
Employee	88.2
Family	82.4
Life Insurance	
Employee	82.4
Family	52.9
Dental Insurance	
Employee	64.7
Family	58.8
Vision Insurance	
Employee	47.1
Family	35.3
Pension/Retirement Plan	
Employee	70.6
Short-Term Disability	
Employee	70.6
Long-Term-Disability	
Employee	52.9

Cost of Benefit Programs

Average Cost of Benefit Program Paid By Employer – Non-Exempt

Benefit Type	Percent Premium Paid By Employer					
	0%	1-24%	25-49%	50-74%	75%-99%	100%
Health Insurance						
Employee	6.7	6.7	0.0	13.3	40.0	33.3
Family	28.6	7.1	14.3	7.1	28.6	14.3
Life Insurance						
Employee	0.0	7.1	0.0	7.1	14.3	71.4
Family	50.0	0.0	0.0	12.5	12.5	25.0
Dental Insurance						
Employee	18.2	9.1	0.0	18.2	27.3	27.3
Family	30.0	10.0	20.0	10.0	20.0	10.0
Vision Insurance						
Employee	12.5	12.5	0.0	0.0	37.5	37.5
Family	33.3	16.7	16.7	0.0	16.7	16.7
Pension/Retirement Plan						
Employee	20.0	50.0	0.0	10.0	0.0	20.0
Short-Term Disability						
Employee	9.1	18.2	0.0	9.1	0.0	63.6
Long-Term Disability						
Employee	12.5	12.5	0.0	12.5	0.0	62.5

Average Cost of Benefit Program Paid By Employer – Exempt

Benefit Type	Percent Premium Paid By Employer					
	0%	1-24%	25-49%	50-74%	75%-99%	100%
Health Insurance						
Employee	6.7	6.7	6.7	13.3	40.0	26.7
Family	30.8	7.7	15.4	7.7	30.8	7.7
Life Insurance						
Employee	0.0	7.1	0.0	7.1	21.4	64.3
Family	62.5	0.0	0.0	12.5	12.5	12.5
Dental Insurance						
Employee	18.2	9.1	0.0	18.2	27.3	27.3
Family	30.0	10.0	20.0	10.0	20.0	10.0
Vision Insurance						
Employee	12.5	12.5	0.0	0.0	37.5	37.5
Family	33.3	16.7	16.7	0.0	16.7	16.7
Pension/Retirement Plan						
Employee	18.2	54.5	0.0	9.1	0.0	18.2
Short-Term Disability						
Employee	16.7	16.7	0.0	8.3	0.0	58.3
Long-Term Disability						
Employee	22.2	11.1	0.0	11.1	0.0	55.6

Wellness Programs

Wellness, Health Promotion or Screening Programs – Non-Exempt:

Program	% Reporting
On-Site Fitness Facility	0.0
Paid off-Site Fitness Facility	23.5
Weight Loss Assistance	17.6
Stress Management	0.0
Self-Care Education	5.9
Nutrition Counseling	17.6
Pre-Natal Care	5.9
Well Baby Care	11.8
Cancer Screening	11.8
Glaucoma Screening	0.0
Periodic Physical Exams	29.4
Early Detection Screening	17.6
Substance Abuse Treatment	11.8
Smoking Cessation	17.6
Blood Pressure Screening	17.6
Immunizations For Children	5.9
First Aid/CPR Training	41.2
None	23.5
Other Programs*	23.5

*Other programs included annual cholesterol checks, employee assistance program, fitness center reimbursement, flu shots and PPD.

Wellness, Health Promotion or Screening Programs – Exempt:

Program	% Reporting
On-Site Fitness Facility	0.0
Paid off-Site Fitness Facility	23.5
Weight Loss Assistance	17.6
Stress Management	0.0
Self-Care Education	5.9
Nutrition Counseling	17.6
Pre-Natal Care	5.9
Well Baby Care	11.8
Cancer Screening	11.8
Glaucoma Screening	0.0
Periodic Physical Exams	29.4
Early Detection Screening	17.6
Substance Abuse Treatment	11.8
Smoking Cessation	17.6
Blood Pressure Screening	17.6
Immunizations For Children	5.9
First Aid/CPR Training	41.2
None	23.5
Other Programs*	23.5

*Other programs included annual cholesterol checks, employee assistance program, fitness center reimbursement, flu shots and PPD.

Healthcare Cost Containment Programs

Cost Containment Measures Utilized – Non-Exempt

Program	% Reporting
Claims Review	40.0
Concurrent Review	60.0
Pre-Authorization For Hospitalization	80.0
Pre-Admission Testing	40.0
Mandatory Second Opinion – Non-Emergency Surgery	6.7
Voluntary Second Opinion Paid In Full	20.0
Pharmacy Benefits Management (PBM)	20.0
Managed Care Plans With Incentives	6.7
Outpatient Incentives	6.7
Generic Drug Incentive	86.7
Pre-Existing Condition Clause	66.7
Non-Emergency Use of Emergency Facilities Penalty	13.3
Coordination of Benefits	40.0
Cash Incentives For Finding Billing Errors	0.0
Disease Management	13.3
Other*	13.3

* Other includes annual health fair, higher deductible for out-of-network providers, promotion of free health screenings and tobacco premium.

Cost Containment Measures Utilized - Exempt

Program	% Reporting
Claims Review	40.0
Concurrent Review	60.0
Pre-Authorization For Hospitalization	80.0
Pre-Admission Testing	40.0
Mandatory Second Opinion – Non-Emergency Surgery	6.7
Voluntary Second Opinion Paid In Full	20.0
Pharmacy Benefits Management (PBM)	20.0
Managed Care Plans With Incentives	6.7
Outpatient Incentives	6.7
Generic Drug Incentive	86.7
Pre-Existing Condition Clause	66.7
Non-Emergency Use of Emergency Facilities Penalty	13.3
Coordination of Benefits	40.0
Cash Incentives For Finding Billing Errors	0.0
Disease Management	13.3
Other*	13.3

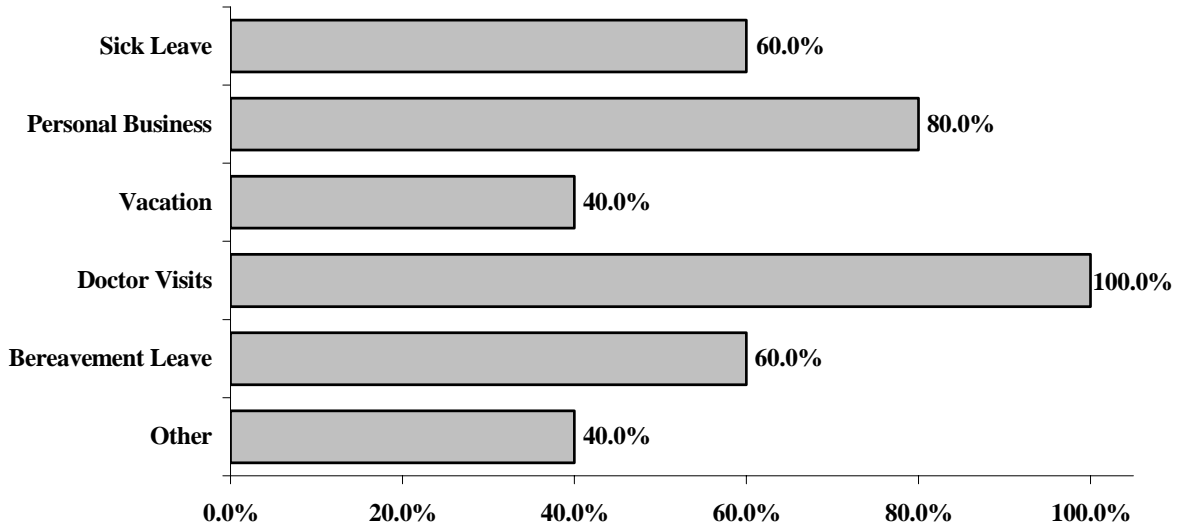
* Other includes annual health fair, higher deductible for out-of-network providers, promotion of free health screenings and tobacco premium.

Paid Time Off Programs

Combined Paid Time Off Programs (PTO) – Non-Exempt

- ◆ 29.4% reported having a combined paid time off program (PTO)
- ◆ 70.6% reported having separate programs for time off

Paid Absences Included In PTO Program – Non-Exempt:



Length of Service Required For PTO Days – Non-Exempt:

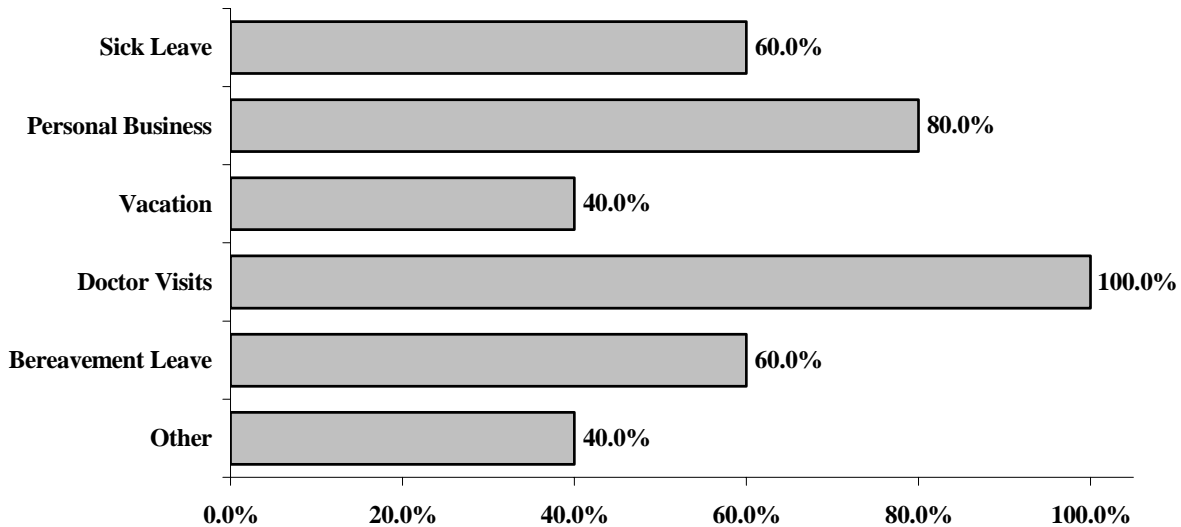
Service	Percent of Companies Reporting						
	<=5 Days	6-10 Days	11-15 Days	16-20 Days	21-25 Days	26-30 Days	31-35 Days
<6 Months	60.0						
6-11 Months							
1 Year	40.0	40.0					
2 Years							
3 Years							
4-5 Years		20.0	20.0				
6-10 Years				20.0	20.0		
11-15 Years							
16-20 Years							
>20 Years							
Did Not Report		40.0	80.0	80.0	80.0	100.0	100.0

- ◆ 0.0% must use all PTO time by the end of the year
- ◆ 80.0% may carry some or all PTO time over to the next year
- ◆ 20.0% may cash in some or all of their time in lieu of taking time off
- ◆ 0.0% allow a combination of cashing in and carrying over PTO time
- ◆ 0.0% have other policies regarding remaining PTO

Combined Paid Time Off Programs (PTO) – Exempt

- ◆ 29.4% reported having a combined paid time off program (PTO)
- ◆ 70.6% reported having separate programs for time off

Paid Absences Included In PTO Program – Exempt:



Length of Service Required to Earn Listed PTO Days – Exempt:

Service	Percent of Companies Reporting						
	<=5 Days	6-10 Days	11-15 Days	16-20 Days	21-25 Days	26-30 Days	31-35 Days
<6 Months	60.0						
6-11 Months							
1 Year	40.0	40.0					
2 Years							
3 Years							
4-5 Years		20.0	20.0				
6-10 Years				20.0	20.0		
11-15 Years							
16-20 Years							
>20 Years							
Did Not Report		40.0	80.0	80.0	80.0	100.0	100.0

- ◆ 0.0% must use all PTO time by the end of the year
- ◆ 80.0% may carry some or all PTO time over to the next year
- ◆ 20.0% may cash in some or all of their time in lieu of taking time off
- ◆ 0.0% allow a combination of cashing in and carrying over PTO time
- ◆ 0.0% have other policies regarding remaining PTO

Separate Paid Time Off Programs (Non-PTO)

Vacation – Non-Exempt

Length of Service Required For Listed Weeks of Vacation (Non-PTO Days) – Non-Exempt:

Service	Percent Companies Reporting				
	1 Week	2 Weeks	3 Weeks	4 Weeks	5 Weeks
<6 Months					
6-11 Months	5.9				
1 Year	76.5	17.6			
2 Years		35.3			
3 Years		35.3	5.9		
4-5 Years			23.5		
6-10 Years			35.3	17.6	
11-15 Years			11.8	5.9	
16-20 Years					
>20 Years					
Did Not Report	17.6	11.8	23.5	76.5	100.0

- ✦ 20.0% must use all vacation time by the end of the year
- ✦ 33.3% may carry some or all vacation time over to the next year
- ✦ 6.7% may cash in some or all of their vacation time in lieu of taking time off
- ✦ 13.3% allow a combination of cashing in and carrying over vacation time
- ✦ 26.7% have other policies regarding remaining vacation

Vacation – Exempt

Length of Service Required For Listed Weeks of Vacation (Non-PTO Days) – Exempt:

Service	Percent Companies Reporting				
	1 Week	2 Weeks	3 Weeks	4 Weeks	5 Weeks
<6 Months					
6-11 Months	11.8				
1 Year	70.6	23.5			
2 Years		35.3			
3 Years		29.4	5.9		
4-5 Years			29.4		
6-10 Years			29.4	23.5	
11-15 Years			11.8	5.9	
16-20 Years					
>20 Years					
Did Not Report	17.6	11.8	23.5	70.6	100.0

- ✦ 26.7% must use all vacation time by the end of the year
- ✦ 26.7% may carry some or all vacation time over to the next year
- ✦ 13.3% may cash in some or all of their vacation time in lieu of taking time off
- ✦ 6.7% allow a combination of cashing in and carrying over vacation time
- ✦ 26.7% have other policies regarding remaining vacation

Sick Days – Non-Exempt

Sick Days Provided Annually

Number of Sick Days	% Reporting
Do not grant sick days	28.6
1 – 4 days	7.1
5 – 8 days	28.6
9 –11 days	0.0
More than 11 days	7.1
Varies by service	28.6

Disposition of Unused Sick Days

Policy	% Reporting
Forfeit unused sick days	14.3
Receive pay for unused days	14.3
Accumulate days:	42.9
▪ 1 - 30 days	100.0
▪ 31 – 60 days	0.0
▪ 61 – 90 days	0.0
▪ 91 – 120 days	0.0
▪ More than 120 days	0.0
Other	28.6

Sick Days – Exempt

Sick Days Provided Annually

Number of Sick Days	% Reporting
Do not grant sick days	28.6
1 – 4 days	7.1
5 – 8 days	28.6
9 –11 days	0.0
More than 11 days	7.1
Varies by service	28.6

Disposition of Unused Sick Days

Policy	% Reporting
Forfeit unused sick days	14.3
Receive pay for unused days	14.3
Accumulate days:	42.9
▪ 1 - 30 days	100.0
▪ 31 – 60 days	0.0
▪ 61 – 90 days	0.0
▪ 91 – 120 days	0.0
▪ More than 120 days	0.0
Other	28.6

Holidays – Non-Exempt

Number of Holidays Granted Annually to Non-Exempt Employees

Number of Holidays	% Reporting
Up to 8	66.7
9 – 11	26.7
12 – 14	6.7
More than 14	0.0

Holidays – Exempt

Number of Holidays Granted Annually to Exempt Employees

Number of Holidays	% Reporting
Up to 8	66.7
9 – 11	26.7
12 – 14	6.7
More than 14	0.0

Other Programs, Policies and Procedures

Non-Standard Work Schedules

- ◆ 23.5% of participants reported having some type of non-standard work schedule in place for Non-Exempt employees.
- ◆ 29.4% of participants reported having some type of non-standard work schedule in place for Exempt employees.

Types of Non-Standard Work Schedules Allowed

(of those with non-standard schedule, % reporting)

Description	Non-Exempt	Exempt
Compressed Work Week	*.*	40.0
Job Sharing	*.*	0.0
Flexible Hours Within Work Day	*.*	80.0
Other	*.*	0.0

Flexible Benefit Programs

- ◆ 52.9% of participants currently have a Section 125 Program in place for Non-Exempt employees.
- ◆ 52.9% of participants currently have a Section 125 Program in place for Exempt employees.

Section 125 Components Utilized

(of Those with Section 125, % Reporting)

Description	Non-Exempt	Exempt
Pre-Tax Payment of Premiums	100.0	100.0
Flexible Spending Account	33.3	33.3
Cafeteria Plan	0.0	0.0

Health Care Funding

Type of Health Care Funding Utilized

(% Reporting)

Description	Non-Exempt	Exempt
Outside Health Insurance Carrier	66.7	66.7
Self-Funded	33.3	33.3
Not Applicable – Employee Pays Premium	0.0	0.0

BENEFITS PRACTICES

STARKE COUNTY

BENEFIT PRACTICES – STARKE COUNTY

This section presents the results of the benefits section of the survey. It reports responses relative to various insurance programs, costs of benefits programs, paid time off practices, vacation, pension plans and other benefits issues.

Benefit Programs Offered

Non-Exempt

Benefit Type	% Reporting
Health Insurance	
Employee	100.0
Family	100.0
Life Insurance	
Employee	100.0
Family	80.0
Dental Insurance	
Employee	90.0
Family	90.0
Vision Insurance	
Employee	50.0
Family	50.0
Pension/Retirement Plan	
Employee	60.0
Short-Term Disability	
Employee	70.0
Long-Term-Disability	
Employee	30.0

Exempt

Benefit Type	% Reporting
Health Insurance	
Employee	100.0
Family	100.0
Life Insurance	
Employee	100.0
Family	80.0
Dental Insurance	
Employee	80.0
Family	90.0
Vision Insurance	
Employee	50.0
Family	50.0
Pension/Retirement Plan	
Employee	60.0
Short-Term Disability	
Employee	70.0
Long-Term-Disability	
Employee	60.0

Cost of Benefit Programs

Average Cost of Benefit Program Paid By Employer – Non-Exempt

Benefit Type	Percent Premium Paid By Employer					
	0%	1-24%	25-49%	50-74%	75%-99%	100%
Health Insurance						
Employee	0.0	10.0	10.0	20.0	50.0	10.0
Family	0.0	10.0	10.0	40.0	40.0	0.0
Life Insurance						
Employee	10.0	0.0	0.0	0.0	0.0	90.0
Family	66.7	0.0	0.0	0.0	0.0	33.3
Dental Insurance						
Employee	22.2	22.2	0.0	11.1	44.4	0.0
Family	22.2	22.2	0.0	11.1	44.4	0.0
Vision Insurance						
Employee	0.0	20.0	20.0	0.0	40.0	20.0
Family	0.0	20.0	20.0	20.0	40.0	0.0
Pension/Retirement Plan						
Employee	28.6	42.9	0.0	14.3	14.3	0.0
Short-Term Disability						
Employee	28.6	0.0	0.0	14.3	14.3	42.9
Long-Term Disability						
Employee	40.0	0.0	20.0	0.0	20.0	20.0

Average Cost of Benefit Program Paid By Employer – Exempt

Benefit Type	Percent Premium Paid By Employer					
	0%	1-24%	25-49%	50-74%	75%-99%	100%
Health Insurance						
Employee	0.0	10.0	10.0	20.0	50.0	10.0
Family	0.0	10.0	10.0	40.0	40.0	0.0
Life Insurance						
Employee	10.0	0.0	0.0	0.0	10.0	80.0
Family	66.7	0.0	0.0	0.0	0.0	33.3
Dental Insurance						
Employee	22.2	22.2	0.0	11.1	44.4	0.0
Family	22.2	22.2	0.0	11.1	44.4	0.0
Vision Insurance						
Employee	0.0	20.0	20.0	0.0	40.0	20.0
Family	0.0	20.0	20.0	20.0	40.0	0.0
Pension/Retirement Plan						
Employee	28.6	42.9	0.0	14.3	14.3	0.0
Short-Term Disability						
Employee	28.6	0.0	0.0	14.3	14.3	42.9
Long-Term Disability						
Employee	33.3	0.0	16.7	0.0	16.7	33.3

Wellness Programs

Wellness, Health Promotion or Screening Programs – Non-Exempt:

Program	% Reporting
On-Site Fitness Facility	10.0
Paid off-Site Fitness Facility	10.0
Weight Loss Assistance	10.0
Stress Management	10.0
Self-Care Education	10.0
Nutrition Counseling	10.0
Pre-Natal Care	0.0
Well Baby Care	0.0
Cancer Screening	0.0
Glaucoma Screening	0.0
Periodic Physical Exams	0.0
Early Detection Screening	20.0
Substance Abuse Treatment	10.0
Smoking Cessation	20.0
Blood Pressure Screening	10.0
Immunizations For Children	0.0
First Aid/CPR Training	60.0
None	0.0
Other Programs*	20.0

*Other programs included annual cholesterol checks, employee assistance program, fitness center reimbursement, flu shots and PPD.

Wellness, Health Promotion or Screening Programs – Exempt:

Program	% Reporting
On-Site Fitness Facility	10.0
Paid off-Site Fitness Facility	20.0
Weight Loss Assistance	10.0
Stress Management	10.0
Self-Care Education	10.0
Nutrition Counseling	10.0
Pre-Natal Care	0.0
Well Baby Care	0.0
Cancer Screening	0.0
Glaucoma Screening	0.0
Periodic Physical Exams	0.0
Early Detection Screening	20.0
Substance Abuse Treatment	10.0
Smoking Cessation	20.0
Blood Pressure Screening	10.0
Immunizations For Children	0.0
First Aid/CPR Training	60.0
None	0.0
Other Programs*	20.0

*Other programs included annual cholesterol checks, employee assistance program, fitness center reimbursement, flu shots and PPD.

Healthcare Cost Containment Programs

Cost Containment Measures Utilized – Non-Exempt

Program	% Reporting
Claims Review	40.0
Concurrent Review	10.0
Pre-Authorization For Hospitalization	70.0
Pre-Admission Testing	20.0
Mandatory Second Opinion – Non-Emergency Surgery	0.0
Voluntary Second Opinion Paid In Full	0.0
Pharmacy Benefits Management (PBM)	40.0
Managed Care Plans With Incentives	0.0
Outpatient Incentives	10.0
Generic Drug Incentive	60.0
Pre-Existing Condition Clause	30.0
Non-Emergency Use of Emergency Facilities Penalty	40.0
Coordination of Benefits	40.0
Cash Incentives For Finding Billing Errors	0.0
Disease Management	10.0
Other*	10.0

* Other includes annual health fair, higher deductible for out-of-network providers, promotion of free health screenings and tobacco premium.

Cost Containment Measures Utilized - Exempt

Program	% Reporting
Claims Review	40.0
Concurrent Review	10.0
Pre-Authorization For Hospitalization	70.0
Pre-Admission Testing	20.0
Mandatory Second Opinion – Non-Emergency Surgery	0.0
Voluntary Second Opinion Paid In Full	0.0
Pharmacy Benefits Management (PBM)	40.0
Managed Care Plans With Incentives	0.0
Outpatient Incentives	10.0
Generic Drug Incentive	60.0
Pre-Existing Condition Clause	30.0
Non-Emergency Use of Emergency Facilities Penalty	40.0
Coordination of Benefits	40.0
Cash Incentives For Finding Billing Errors	0.0
Disease Management	10.0
Other*	10.0

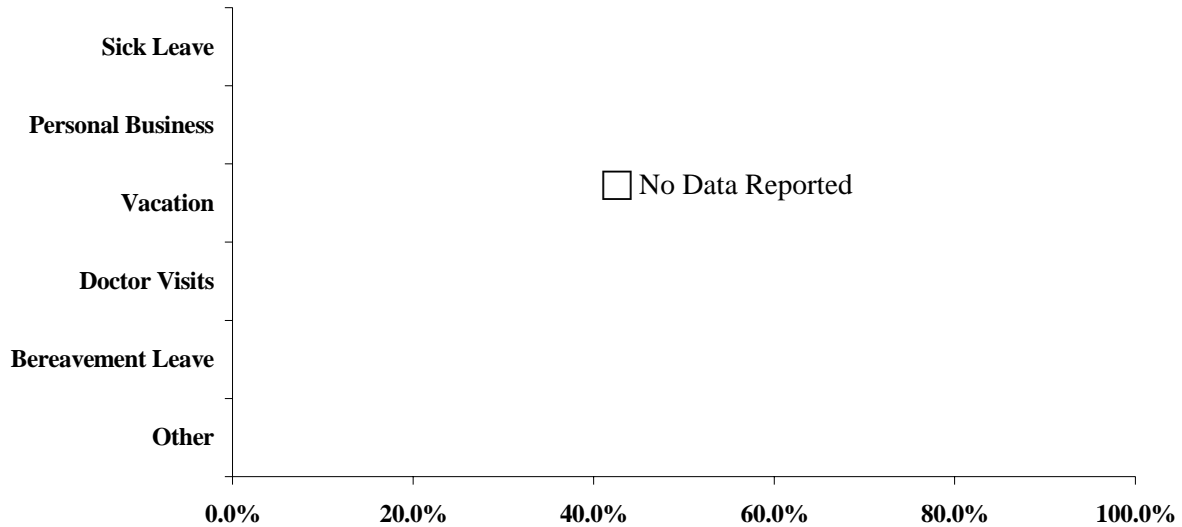
* Other includes annual health fair, higher deductible for out-of-network providers, promotion of free health screenings and tobacco premium.

Paid Time Off Programs

Combined Paid Time Off Programs (PTO) – Non-Exempt

- ◆ 0.0% reported having a combined paid time off program (PTO)
- ◆ 100.0% reported having separate programs for time off

Paid Absences Included In PTO Program – Non-Exempt:



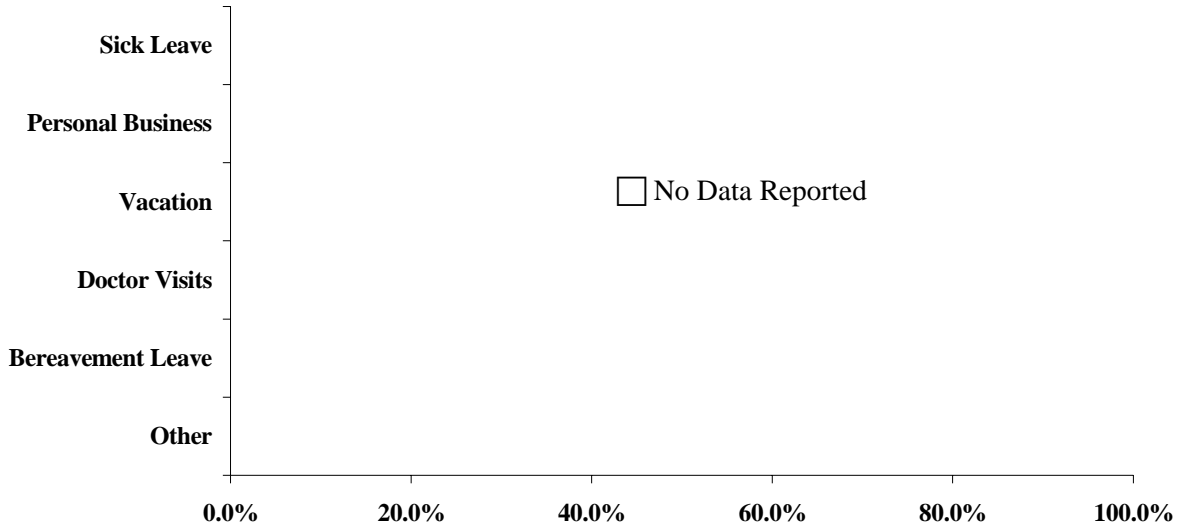
Length of Service Required For PTO Days – Non-Exempt:

Service	Percent of Companies Reporting						
	<=5 Days	6-10 Days	11-15 Days	16-20 Days	21-25 Days	26-30 Days	31-35 Days
<6 Months							
6-11 Months							
1 Year							
2 Years							
3 Years							
4-5 Years	No Data Reported						
6-10 Years							
11-15 Years							
16-20 Years							
>20 Years							
Did Not Report							

Combined Paid Time Off Programs (PTO) – Exempt

- ◆ 0.0% reported having a combined paid time off program (PTO)
- ◆ 100.0% reported having separate programs for time off

Paid Absences Included In PTO Program – Exempt:



Length of Service Required to Earn Listed PTO Days – Exempt:

Service	Percent of Companies Reporting						
	<=5 Days	6-10 Days	11-15 Days	16-20 Days	21-25 Days	26-30 Days	31-35 Days
<6 Months							
6-11 Months							
1 Year							
2 Years							
3 Years							
4-5 Years	No Data Reported						
6-10 Years							
11-15 Years							
16-20 Years							
>20 Years							
Did Not Report							

Separate Paid Time Off Programs (Non-PTO)

Vacation – Non-Exempt

Length of Service Required For Listed Weeks of Vacation (Non-PTO Days) – Non-Exempt:

Service	Percent Companies Reporting				
	1 Week	2 Weeks	3 Weeks	4 Weeks	5 Weeks
<6 Months					
6-11 Months	20.0				
1 Year	60.0	30.0			
2 Years		10.0			
3 Years		50.0			
4-5 Years			30.0		
6-10 Years			40.0		
11-15 Years				30.0	
16-20 Years				10.0	
>20 Years				10.0	10.0
Did Not Report	20.0	10.0	30.0	50.0	90.0

- ✦ 20.0% must use all vacation time by the end of the year
- ✦ 60.0% may carry some or all vacation time over to the next year
- ✦ 0.0% may cash in some or all of their vacation time in lieu of taking time off
- ✦ 20.0% allow a combination of cashing in and carrying over vacation time
- ✦ 0.0% have other policies regarding remaining vacation

Vacation – Exempt

Length of Service Required For Listed Weeks of Vacation (Non-PTO Days) – Exempt:

Service	Percent Companies Reporting				
	1 Week	2 Weeks	3 Weeks	4 Weeks	5 Weeks
<6 Months					
6-11 Months	30.0				
1 Year	60.0	30.0			
2 Years		10.0			
3 Years		50.0			
4-5 Years			30.0		
6-10 Years			40.0		
11-15 Years				30.0	
16-20 Years				10.0	
>20 Years				10.0	10.0
Did Not Report	10.0	10.0	30.0	50.0	90.0

- ✦ 20.0% must use all vacation time by the end of the year
- ✦ 60.0% may carry some or all vacation time over to the next year
- ✦ 0.0% may cash in some or all of their vacation time in lieu of taking time off
- ✦ 20.0% allow a combination of cashing in and carrying over vacation time
- ✦ 0.0% have other policies regarding remaining vacation

Sick Days – Non-Exempt

Sick Days Provided Annually

Number of Sick Days	% Reporting
Do not grant sick days	40.0
1 – 4 days	30.0
5 – 8 days	20.0
9 –11 days	0.0
More than 11 days	0.0
Varies by service	10.0

Disposition of Unused Sick Days

Policy	% Reporting
Forfeit unused sick days	33.3
Receive pay for unused days	33.3
Accumulate days:	33.3
▪ 1 - 30 days	50.0
▪ 31 – 60 days	50.0
▪ 61 – 90 days	0.0
▪ 91 – 120 days	0.0
▪ More than 120 days	0.0
Other	0.0

Sick Days – Exempt

Sick Days Provided Annually

Number of Sick Days	% Reporting
Do not grant sick days	30.0
1 – 4 days	30.0
5 – 8 days	30.0
9 –11 days	0.0
More than 11 days	0.0
Varies by service	10.0

Disposition of Unused Sick Days

Policy	% Reporting
Forfeit Unused Sick Days	14.3
Receive Pay For Unused Days	28.6
Accumulate Days:	42.9
▪ 1 - 30 Days	33.3
▪ 31 – 60 Days	66.7
▪ 61 – 90 Days	0.0
▪ 91 – 120 Days	0.0
▪ More Than 120 Days	0.0
Other	14.3

Holidays – Non-Exempt

Number of Holidays Granted Annually to Non-Exempt Employees

Number of Holidays	% Reporting
Up to 8	20.0
9 – 11	70.0
12 – 14	10.0
More than 14	0.0

Holidays – Exempt

Number of Holidays Granted Annually to Exempt Employees

Number of Holidays	% Reporting
Up to 8	20.0
9 – 11	70.0
12 – 14	10.0
More than 14	0.0

Other Programs, Policies and Procedures

Non-Standard Work Schedules

- ◆ 10.0% of participants reported having some type of non-standard work schedule in place for Non-Exempt employees.
- ◆ 10.0% of participants reported having some type of non-standard work schedule in place for Exempt employees.

Types of Non-Standard Work Schedules Allowed

(of those with non-standard schedule, % reporting)

Description	Non-Exempt	Exempt
Compressed Work Week		
Job Sharing	Insufficient Data	
Flexible Hours Within Work Day		
Other		

Flexible Benefit Programs

- ◆ 90.0% of participants currently have a Section 125 Program in place for Non-Exempt employees.
- ◆ 90.0% of participants currently have a Section 125 Program in place for Exempt employees.

Section 125 Components Utilized

(of Those with Section 125, % Reporting)

Description	Non-Exempt	Exempt
Pre-Tax Payment of Premiums	77.8	77.8
Flexible Spending Account	33.3	33.3
Cafeteria Plan	11.1	11.1

Health Care Funding

Type of Health Care Funding Utilized

(% Reporting)

Description	Non-Exempt	Exempt
Outside Health Insurance Carrier	70.0	70.0
Self-Funded	30.0	30.0
Not Applicable – Employee Pays Premium	0.0	0.0

BENEFITS PRACTICES

WARREN COUNTY

BENEFIT PRACTICES – WARREN COUNTY

This section presents the results of the benefits section of the survey. It reports responses relative to various insurance programs, costs of benefits programs, paid time off practices, vacation, pension plans and other benefits issues.

Benefit Programs Offered

Non-Exempt

Benefit Type	% Reporting
Health Insurance	
Employee	83.3
Family	83.3
Life Insurance	
Employee	66.7
Family	50.0
Dental Insurance	
Employee	50.0
Family	50.0
Vision Insurance	
Employee	50.0
Family	50.0
Pension/Retirement Plan	
Employee	83.3
Short-Term Disability	
Employee	66.7
Long-Term-Disability	
Employee	50.0

Exempt

Benefit Type	% Reporting
Health Insurance	
Employee	100.0
Family	100.0
Life Insurance	
Employee	83.3
Family	50.0
Dental Insurance	
Employee	50.0
Family	50.0
Vision Insurance	
Employee	50.0
Family	50.0
Pension/Retirement Plan	
Employee	83.3
Short-Term Disability	
Employee	66.7
Long-Term-Disability	
Employee	50.0

Cost of Benefit Programs

Average Cost of Benefit Program Paid By Employer – Non-Exempt

Benefit Type	Percent Premium Paid By Employer					
	0%	1-24%	25-49%	50-74%	75%-99%	100%
Health Insurance						
Employee	0.0	0.0	0.0	60.0	40.0	0.0
Family	0.0	20.0	0.0	80.0	0.0	0.0
Life Insurance						
Employee	.*	.*	.*	.*	.*	.*
Family	.*	.*	.*	.*	.*	.*
Dental Insurance						
Employee	.*	.*	.*	.*	.*	.*
Family	.*	.*	.*	.*	.*	.*
Vision Insurance						
Employee	.*	.*	.*	.*	.*	.*
Family	.*	.*	.*	.*	.*	.*
Pension/Retirement Plan						
Employee	.*	.*	.*	.*	.*	.*
Short-Term Disability						
Employee	.*	.*	.*	.*	.*	.*
Long-Term Disability						
Employee	.*	.*	.*	.*	.*	.*

Average Cost of Benefit Program Paid By Employer – Exempt

Benefit Type	Percent Premium Paid By Employer					
	0%	1-24%	25-49%	50-74%	75%-99%	100%
Health Insurance						
Employee	0.0	0.0	0.0	50.0	33.3	16.7
Family	0.0	16.7	0.0	66.7	0.0	16.7
Life Insurance						
Employee	0.0	0.0	0.0	20.0	0.0	80.0
Family	.*	.*	.*	.*	.*	.*
Dental Insurance						
Employee	.*	.*	.*	.*	.*	.*
Family	.*	.*	.*	.*	.*	.*
Vision Insurance						
Employee	.*	.*	.*	.*	.*	.*
Family	.*	.*	.*	.*	.*	.*
Pension/Retirement Plan						
Employee	.*	.*	.*	.*	.*	.*
Short-Term Disability						
Employee	.*	.*	.*	.*	.*	.*
Long-Term Disability						
Employee	.*	.*	.*	.*	.*	.*

Wellness Programs

Wellness, Health Promotion or Screening Programs – Non-Exempt:

Program	% Reporting
On-Site Fitness Facility	0.0
Paid off-Site Fitness Facility	16.7
Weight Loss Assistance	0.0
Stress Management	33.3
Self-Care Education	0.0
Nutrition Counseling	0.0
Pre-Natal Care	33.3
Well Baby Care	33.3
Cancer Screening	16.7
Glaucoma Screening	16.7
Periodic Physical Exams	33.3
Early Detection Screening	16.7
Substance Abuse Treatment	16.7
Smoking Cessation	16.7
Blood Pressure Screening	16.7
Immunizations For Children	33.3
First Aid/CPR Training	50.0
None	0.0
Other Programs*	33.3

*Other programs included annual cholesterol checks, employee assistance program, fitness center reimbursement, flu shots and PPD.

Wellness, Health Promotion or Screening Programs – Exempt:

Program	% Reporting
On-Site Fitness Facility	0.0
Paid off-Site Fitness Facility	16.7
Weight Loss Assistance	0.0
Stress Management	33.3
Self-Care Education	0.0
Nutrition Counseling	0.0
Pre-Natal Care	33.3
Well Baby Care	33.3
Cancer Screening	16.7
Glaucoma Screening	16.7
Periodic Physical Exams	33.3
Early Detection Screening	16.7
Substance Abuse Treatment	16.7
Smoking Cessation	16.7
Blood Pressure Screening	16.7
Immunizations For Children	33.3
First Aid/CPR Training	50.0
None	0.0
Other Programs*	33.3

*Other programs included annual cholesterol checks, employee assistance program, fitness center reimbursement, flu shots and PPD.

Healthcare Cost Containment Programs

Cost Containment Measures Utilized – Non-Exempt

Program	% Reporting
Claims Review	40.0
Concurrent Review	40.0
Pre-Authorization For Hospitalization	60.0
Pre-Admission Testing	20.0
Mandatory Second Opinion – Non-Emergency Surgery	0.0
Voluntary Second Opinion Paid In Full	20.0
Pharmacy Benefits Management (PBM)	20.0
Managed Care Plans With Incentives	20.0
Outpatient Incentives	20.0
Generic Drug Incentive	60.0
Pre-Existing Condition Clause	40.0
Non-Emergency Use of Emergency Facilities Penalty	80.0
Coordination of Benefits	60.0
Cash Incentives For Finding Billing Errors	0.0
Disease Management	20.0
Other*	0.0

* Other includes annual health fair, higher deductible for out-of-network providers, promotion of free health screenings and tobacco premium.

Cost Containment Measures Utilized - Exempt

Program	% Reporting
Claims Review	33.3
Concurrent Review	33.3
Pre-Authorization For Hospitalization	50.0
Pre-Admission Testing	16.7
Mandatory Second Opinion – Non-Emergency Surgery	0.0
Voluntary Second Opinion Paid In Full	16.7
Pharmacy Benefits Management (PBM)	16.7
Managed Care Plans With Incentives	16.7
Outpatient Incentives	16.7
Generic Drug Incentive	50.0
Pre-Existing Condition Clause	33.3
Non-Emergency Use of Emergency Facilities Penalty	66.7
Coordination of Benefits	50.0
Cash Incentives For Finding Billing Errors	0.0
Disease Management	16.7
Other*	0.0

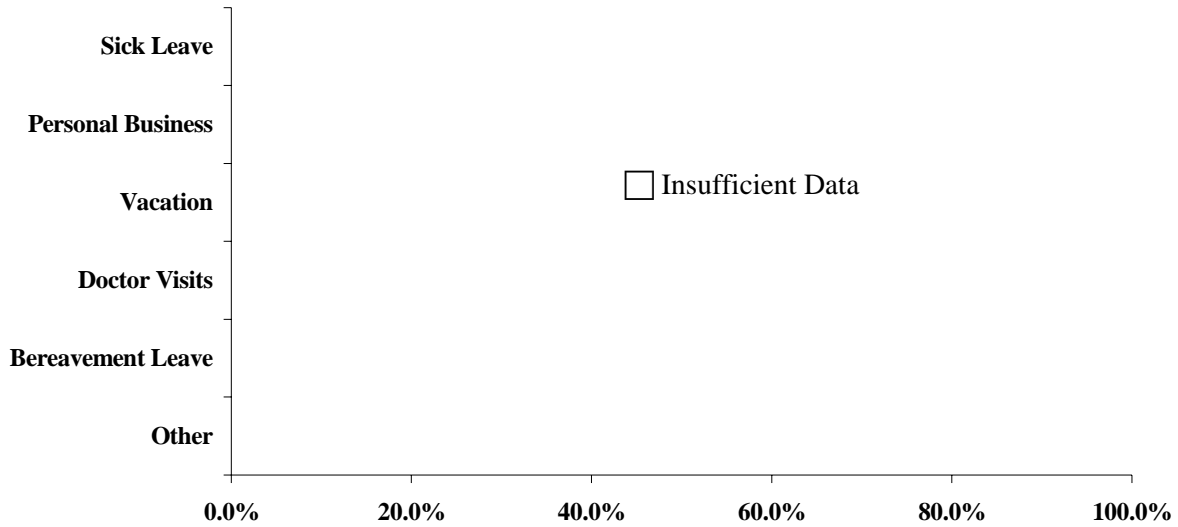
* Other includes annual health fair, higher deductible for out-of-network providers, promotion of free health screenings and tobacco premium.

Paid Time Off Programs

Combined Paid Time Off Programs (PTO) – Non-Exempt

- ◆ 16.7% reported having a combined paid time off program (PTO)
- ◆ 83.3% reported having separate programs for time off

Paid Absences Included In PTO Program – Non-Exempt:



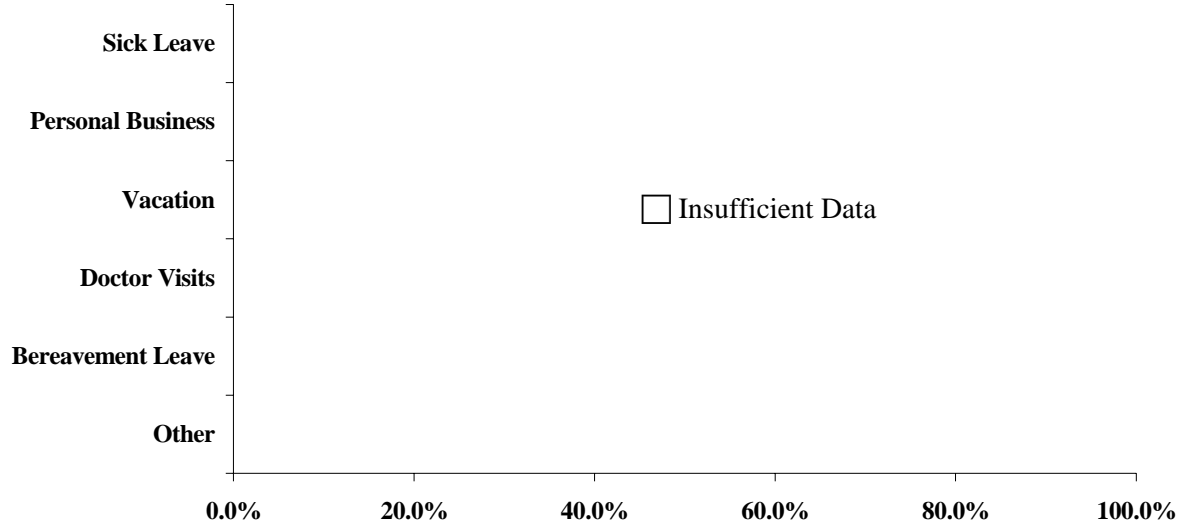
Length of Service Required For PTO Days – Non-Exempt:

Service	Percent of Companies Reporting						
	<=5 Days	6-10 Days	11-15 Days	16-20 Days	21-25 Days	26-30 Days	31-35 Days
<6 Months					100.0		
6-11 Months							
1 Year							
2 Years							
3 Years							
4-5 Years							
6-10 Years						100.0	100.0
11-15 Years							
16-20 Years							
>20 Years							
Did Not Report	100.0	100.0	100.0	100.0			

Combined Paid Time Off Programs (PTO) – Exempt

- ◆ 16.7% reported having a combined paid time off program (PTO)
- ◆ 83.3% reported having separate programs for time off

Paid Absences Included In PTO Program – Exempt:



Length of Service Required to Earn Listed PTO Days – Exempt:

Service	Percent of Companies Reporting						
	<=5 Days	6-10 Days	11-15 Days	16-20 Days	21-25 Days	26-30 Days	31-35 Days
<6 Months					100.0		
6-11 Months							
1 Year							
2 Years							
3 Years							
4-5 Years							
6-10 Years						100.0	100.0
11-15 Years							
16-20 Years							
>20 Years							
Did Not Report	100.0	100.0	100.0	100.0			

Separate Paid Time Off Programs (Non-PTO)

Vacation – Non-Exempt

Length of Service Required For Listed Weeks of Vacation (Non-PTO Days) – Non-Exempt:

Service	Percent Companies Reporting				
	1 Week	2 Weeks	3 Weeks	4 Weeks	5 Weeks
<6 Months					
6-11 Months					
1 Year	66.7	16.7			
2 Years		50.0			
3 Years		16.7			
4-5 Years			16.7		
6-10 Years			50.0		
11-15 Years				16.7	
16-20 Years					
>20 Years					16.7
Did Not Report	33.3	16.7	33.3	83.3	83.3

- ✦ 60.0% must use all vacation time by the end of the year
- ✦ 0.0% may carry some or all vacation time over to the next year
- ✦ 20.0% may cash in some or all of their vacation time in lieu of taking time off
- ✦ 20.0% allow a combination of cashing in and carrying over vacation time
- ✦ 0.0% have other policies regarding remaining vacation

Vacation – Exempt

Length of Service Required For Listed Weeks of Vacation (Non-PTO Days) – Exempt:

Service	Percent Companies Reporting				
	1 Week	2 Weeks	3 Weeks	4 Weeks	5 Weeks
<6 Months					
6-11 Months					
1 Year	50.0	33.3			
2 Years		33.3			
3 Years		16.7			
4-5 Years			33.3		
6-10 Years			33.3		
11-15 Years				16.7	
16-20 Years					
>20 Years					16.7
Did Not Report	50.0	16.7	33.3	83.3	83.3

- ✦ 60.0% must use all vacation time by the end of the year
- ✦ 0.0% may carry some or all vacation time over to the next year
- ✦ 20.0% may cash in some or all of their vacation time in lieu of taking time off
- ✦ 20.0% allow a combination of cashing in and carrying over vacation time
- ✦ 0.0% have other policies regarding remaining vacation

Sick Days – Non-Exempt

Sick Days Provided Annually

Number of Sick Days	% Reporting
Do not grant sick days	80.0
1 – 4 days	20.0
5 – 8 days	0.0
9 –11 days	0.0
More than 11 days	0.0
Varies by service	0.0

Disposition of Unused Sick Days

Policy	% Reporting
Forfeit unused sick days	
Receive pay for unused days	
Accumulate days: <ul style="list-style-type: none"> ▪ 1 - 30 days ▪ 31 – 60 days ▪ 61 – 90 days ▪ 91 – 120 days ▪ More than 120 days 	Insufficient Data
Other	

Sick Days – Exempt

Sick Days Provided Annually

Number of Sick Days	% Reporting
Do not grant sick days	80.0
1 – 4 days	20.0
5 – 8 days	0.0
9 –11 days	0.0
More than 11 days	0.0
Varies by service	0.0

Disposition of Unused Sick Days

Policy	% Reporting
Forfeit unused sick days	
Receive pay for unused days	
Accumulate days: <ul style="list-style-type: none"> ▪ 1 - 30 days ▪ 31 – 60 days ▪ 61 – 90 days ▪ 91 – 120 days ▪ More than 120 days 	Insufficient Data
Other	

Holidays – Non-Exempt

Number of Holidays Granted Annually to Non-Exempt Employees

Number of Holidays	% Reporting
Up to 8	83.3
9 – 11	16.7
12 – 14	0.0
More than 14	0.0

Holidays – Exempt

Number of Holidays Granted Annually to Exempt Employees

Number of Holidays	% Reporting
Up to 8	83.3
9 – 11	16.7
12 – 14	0.0
More than 14	0.0

Other Programs, Policies and Procedures

Non-Standard Work Schedules

- ◆ 16.7% of participants reported having some type of non-standard work schedule in place for Non-Exempt employees.
- ◆ 16.7% of participants reported having some type of non-standard work schedule in place for Exempt employees.

Types of Non-Standard Work Schedules Allowed

(of those with non-standard schedule, % reporting)

Description	Non-Exempt	Exempt
Compressed Work Week		
Job Sharing	Insufficient Data	
Flexible Hours Within Work Day		
Other		

Flexible Benefit Programs

- ◆ 66.7% of participants currently have a Section 125 Program in place for Non-Exempt employees.
- ◆ 66.7% of participants currently have a Section 125 Program in place for Exempt employees.

Section 125 Components Utilized

(of Those with Section 125, % Reporting)

Description	Non-Exempt	Exempt
Pre-Tax Payment of Premiums		
Flexible Spending Account	Insufficient Data	
Cafeteria Plan		

Health Care Funding

Type of Health Care Funding Utilized

(% Reporting)

Description	Non-Exempt	Exempt
Outside health insurance carrier	40.0	50.0
Self-funded	60.0	50.0
Not applicable – employee pays premium	0.0	0.0

BENEFITS PRACTICES

WHITE COUNTY

BENEFIT PRACTICES – WHITE COUNTY

This section presents the results of the benefits section of the survey. It reports responses relative to various insurance programs, costs of benefits programs, paid time off practices, vacation, pension plans and other benefits issues.

Benefit Programs Offered

Non-Exempt

Benefit Type	% Reporting
Health Insurance	
Employee	100.0
Family	100.0
Life Insurance	
Employee	100.0
Family	40.0
Dental Insurance	
Employee	93.3
Family	93.3
Vision Insurance	
Employee	66.7
Family	66.7
Pension/Retirement Plan	
Employee	73.3
Short-Term Disability	
Employee	93.3
Long-Term-Disability	
Employee	60.0

Exempt

Benefit Type	% Reporting
Health Insurance	
Employee	93.3
Family	93.3
Life Insurance	
Employee	93.3
Family	33.3
Dental Insurance	
Employee	86.7
Family	86.7
Vision Insurance	
Employee	60.0
Family	60.0
Pension/Retirement Plan	
Employee	66.7
Short-Term Disability	
Employee	86.7
Long-Term-Disability	
Employee	60.0

Cost of Benefit Programs

Average Cost of Benefit Program Paid By Employer – Non-Exempt

Benefit Type	Percent Premium Paid By Employer					
	0%	1-24%	25-49%	50-74%	75%-99%	100%
Health Insurance						
Employee	0.0	14.3	0.0	7.1	64.3	14.3
Family	0.0	7.1	7.1	0.0	78.6	7.1
Life Insurance						
Employee	7.1	7.1	0.0	0.0	7.1	78.6
Family	60.0	0.0	0.0	0.0	0.0	40.0
Dental Insurance						
Employee	23.1	7.7	7.7	0.0	38.5	23.1
Family	23.1	0.0	15.4	0.0	38.5	23.1
Vision Insurance						
Employee	20.0	20.0	10.0	0.0	20.0	30.0
Family	20.0	10.0	20.0	0.0	20.0	30.0
Pension/Retirement Plan						
Employee	11.1	33.3	0.0	0.0	11.1	44.4
Short-Term Disability						
Employee	16.7	0.0	0.0	8.3	8.3	66.7
Long-Term Disability						
Employee	20.0	0.0	0.0	10.0	10.0	60.0

Average Cost of Benefit Program Paid By Employer – Exempt

Benefit Type	Percent Premium Paid By Employer					
	0%	1-24%	25-49%	50-74%	75%-99%	100%
Health Insurance						
Employee	0.0	15.4	0.0	7.7	69.2	7.7
Family	0.0	7.7	7.7	0.0	84.6	0.0
Life Insurance						
Employee	7.7	7.7	0.0	0.0	7.7	76.9
Family	**.0	**.0	**.0	**.0	**.0	**.0
Dental Insurance						
Employee	25.0	8.3	8.3	0.0	41.7	16.7
Family	25.0	0.0	16.7	0.0	41.7	16.7
Vision Insurance						
Employee	22.2	22.2	11.1	0.0	22.2	22.2
Family	22.2	11.1	22.2	0.0	22.2	22.2
Pension/Retirement Plan						
Employee	12.5	37.5	0.0	0.0	12.5	37.5
Short-Term Disability						
Employee	18.2	0.0	0.0	9.1	9.1	63.6
Long-Term Disability						
Employee	20.0	0.0	0.0	10.0	10.0	60.0

Wellness Programs

Wellness, Health Promotion or Screening Programs – Non-Exempt:

Program	% Reporting
On-Site Fitness Facility	0.0
Paid off-Site Fitness Facility	20.0
Weight Loss Assistance	13.3
Stress Management	6.7
Self-Care Education	6.7
Nutrition Counseling	6.7
Pre-Natal Care	6.7
Well Baby Care	20.0
Cancer Screening	6.7
Glaucoma Screening	0.0
Periodic Physical Exams	20.0
Early Detection Screening	13.3
Substance Abuse Treatment	13.3
Smoking Cessation	20.0
Blood Pressure Screening	26.7
Immunizations For Children	13.3
First Aid/CPR Training	53.3
None	0.0
Other Programs*	6.7

*Other programs included annual cholesterol checks, employee assistance program, fitness center reimbursement, flu shots and PPD.

Wellness, Health Promotion or Screening Programs – Exempt:

Program	% Reporting
On-Site Fitness Facility	0.0
Paid Off-Site Fitness Facility	20.0
Weight Loss Assistance	13.3
Stress Management	6.7
Self-Care Education	6.7
Nutrition Counseling	6.7
Pre-Natal Care	6.7
Well Baby Care	20.0
Cancer Screening	6.7
Glaucoma Screening	0.0
Periodic Physical Exams	20.0
Early Detection Screening	13.3
Substance Abuse Treatment	6.7
Smoking Cessation	13.3
Blood Pressure Screening	20.0
Immunizations For Children	6.7
First Aid/CPR Training	46.7
None	0.0
Other Programs*	6.7

*Other programs included annual cholesterol checks, employee assistance program, fitness center reimbursement, flu shots and PPD.

Healthcare Cost Containment Programs

Cost Containment Measures Utilized – Non-Exempt

Program	% Reporting
Claims Review	33.3
Concurrent Review	40.0
Pre-Authorization For Hospitalization	60.0
Pre-Admission Testing	26.7
Mandatory Second Opinion – Non-Emergency Surgery	6.7
Voluntary Second Opinion Paid In Full	20.0
Pharmacy Benefits Management (PBM)	13.3
Managed Care Plans With Incentives	6.7
Outpatient Incentives	13.3
Generic Drug Incentive	46.7
Pre-Existing Condition Clause	40.0
Non-Emergency Use of Emergency Facilities Penalty	6.7
Coordination of Benefits	60.0
Cash Incentives For Finding Billing Errors	6.7
Disease Management	20.0
Other*	0.0

* Other includes annual health fair, higher deductible for out-of-network providers, promotion of free health screenings and tobacco premium.

Cost Containment Measures Utilized - Exempt

Program	% Reporting
Claims Review	28.6
Concurrent Review	42.9
Pre-Authorization For Hospitalization	57.1
Pre-Admission Testing	21.4
Mandatory Second Opinion – Non-Emergency Surgery	7.1
Voluntary Second Opinion Paid In Full	21.4
Pharmacy Benefits Management (PBM)	14.3
Managed Care Plans With Incentives	7.1
Outpatient Incentives	14.3
Generic Drug Incentive	42.9
Pre-Existing Condition Clause	42.9
Non-Emergency Use of Emergency Facilities Penalty	7.1
Coordination of Benefits	57.1
Cash Incentives For Finding Billing Errors	7.1
Disease Management	21.4
Other*	0.0

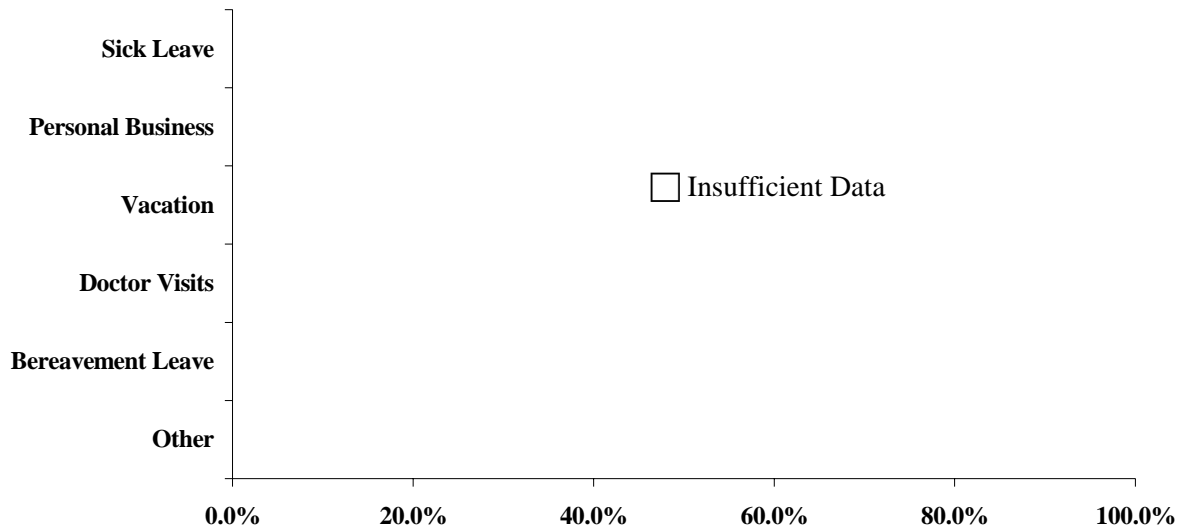
* Other includes annual health fair, higher deductible for out-of-network providers, promotion of free health screenings and tobacco premium.

Paid Time Off Programs

Combined Paid Time Off Programs (PTO) – Non-Exempt

- ◆ 20.0% reported having a combined paid time off program (PTO)
- ◆ 80.0% reported having separate programs for time off

Paid Absences Included In PTO Program – Non-Exempt:



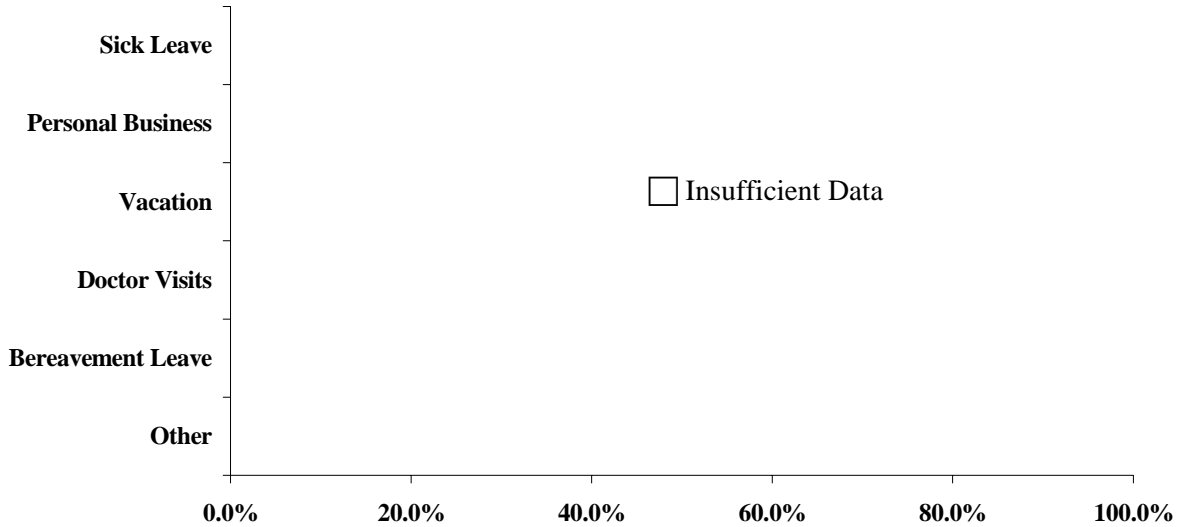
Length of Service Required For PTO Days – Non-Exempt:

Service	Percent of Companies Reporting						
	<=5 Days	6-10 Days	11-15 Days	16-20 Days	21-25 Days	26-30 Days	31-35 Days
<6 Months	33.3						
6-11 Months							
1 Year	33.3						
2 Years		33.3					
3 Years							
4-5 Years							
6-10 Years			33.3				
11-15 Years							
16-20 Years							
>20 Years							
Did Not Report	33.3	66.7	66.7	100.0	100.0	100.0	100.0

Combined Paid Time Off Programs (PTO) – Exempt

- ◆ 13.3% reported having a combined paid time off program (PTO)
- ◆ 86.7% reported having separate programs for time off

Paid Absences Included In PTO Program – Exempt:



Length of Service Required to Earn Listed PTO Days – Exempt:

Service	Percent of Companies Reporting						
	<=5 Days	6-10 Days	11-15 Days	16-20 Days	21-25 Days	26-30 Days	31-35 Days
<6 Months	50.0						
6-11 Months							
1 Year							
2 Years							
3 Years							
4-5 Years							
6-10 Years							
11-15 Years							
16-20 Years							
>20 Years							
Did Not Report	50.0	100.0	100.0	100.0	100.0	100.0	100.0

Separate Paid Time Off Programs (Non-PTO)

Vacation – Non-Exempt

Length of Service Required For Listed Weeks of Vacation (Non-PTO Days) – Non-Exempt:

Service	Percent Companies Reporting				
	1 Week	2 Weeks	3 Weeks	4 Weeks	5 Weeks
<6 Months					
6-11 Months	20.0				
1 Year	46.7	33.3			
2 Years		26.7			
3 Years		6.7			
4-5 Years		13.3	26.7		
6-10 Years			60.0	6.7	
11-15 Years				46.7	
16-20 Years				6.7	13.3
>20 Years					13.3
Did Not Report	33.3	20.0	13.3	40.0	73.3

- ✦ 50.0% must use all vacation time by the end of the year
- ✦ 7.1% may carry some or all vacation time over to the next year
- ✦ 14.3% may cash in some or all of their vacation time in lieu of taking time off
- ✦ 0.0% allow a combination of cashing in and carrying over vacation time
- ✦ 28.6% have other policies regarding remaining vacation

Vacation – Exempt

Length of Service Required For Listed Weeks of Vacation (Non-PTO Days) – Exempt:

Service	Percent Companies Reporting				
	1 Week	2 Weeks	3 Weeks	4 Weeks	5 Weeks
<6 Months					
6-11 Months	26.7				
1 Year	33.3	40.0			
2 Years		20.0			
3 Years		6.7			
4-5 Years		13.3	26.7		
6-10 Years			53.3		
11-15 Years				53.3	
16-20 Years				6.7	13.3
>20 Years					13.3
Did Not Report	40.0	20.0	20.0	40.0	73.3

- ✦ 53.8% must use all vacation time by the end of the year
- ✦ 7.7% may carry some or all vacation time over to the next year
- ✦ 15.4% may cash in some or all of their vacation time in lieu of taking time off
- ✦ 0.0% allow a combination of cashing in and carrying over vacation time
- ✦ 23.1% have other policies regarding remaining vacation

Sick Days – Non-Exempt

Sick Days Provided Annually

Number of Sick Days	% Reporting
Do not grant sick days	71.4
1 – 4 days	7.1
5 – 8 days	21.4
9 –11 days	0.0
More than 11 days	0.0
Varies by service	0.0

Disposition of Unused Sick Days

Policy	% Reporting
Forfeit unused sick days	
Receive pay for unused days	
Accumulate days: <ul style="list-style-type: none"> ▪ 1 - 30 days ▪ 31 – 60 days ▪ 61 – 90 days ▪ 91 – 120 days ▪ More than 120 days 	Insufficient Data
Other	

Sick Days – Exempt

Sick Days Provided Annually

Number of Sick Days	% Reporting
Do not grant sick days	83.3
1 – 4 days	0.0
5 – 8 days	16.7
9 –11 days	0.0
More than 11 days	0.0
Varies by service	0.0

Disposition of Unused Sick Days

Policy	% Reporting
Forfeit unused sick days	
Receive pay for unused days	
Accumulate days: <ul style="list-style-type: none"> ▪ 1 - 30 days ▪ 31 – 60 days ▪ 61 – 90 days ▪ 91 – 120 days ▪ More than 120 days 	Insufficient Data
Other	

Holidays – Non-Exempt

Number of Holidays Granted Annually to Non-Exempt Employees

Number of Holidays	% Reporting
Up to 8	14.3
9 – 11	85.7
12 – 14	0.0
More than 14	0.0

Holidays – Exempt

Number of Holidays Granted Annually to Exempt Employees

Number Of Holidays	% Reporting
Up to 8	15.4
9 – 11	84.6
12 – 14	0.0
More than 14	0.0

Other Programs, Policies and Procedures

Non-Standard Work Schedules

- ◆ 13.3% of participants reported having some type of non-standard work schedule in place for Non-Exempt employees.
- ◆ 6.7% of participants reported having some type of non-standard work schedule in place for Exempt employees.

Types of Non-Standard Work Schedules Allowed

(of those with non-standard schedule, % reporting)

Description	Non-Exempt	Exempt
Compressed Work Week		
Job Sharing	Insufficient Data	
Flexible Hours Within Work Day		
Other		

Flexible Benefit Programs

- ◆ 60.0% of participants currently have a Section 125 Program in place for Non-Exempt employees.
- ◆ 60.0% of participants currently have a Section 125 Program in place for Exempt employees.

Section 125 Components Utilized

(of Those with Section 125, % Reporting)

Description	Non-Exempt	Exempt
Pre-Tax Payment of Premiums	77.8	77.8
Flexible Spending Account	44.4	44.4
Cafeteria Plan	11.1	11.1

Health Care Funding

Type of Health Care Funding Utilized

(% Reporting)

Description	Non-Exempt	Exempt
Outside Health Insurance Carrier	60.0	64.3
Self-Funded	40.0	35.7
Not Applicable – Employee Pays Premium	0.0	0.0