

# Wage and Benefits Survey

June 2016

Prepared for:



The Enterprise Group  
of Jackson, Inc.



Branch County Economic Growth Alliance  
PURE MICHIGAN



By:



## **Introduction**

This survey of human resource economic activity represents the self-reported data about salaries, wages and benefits from organizations using a labor force within the south-central Michigan region including the counties of: Branch, Hillsdale, Jackson, Lenawee, and Steuben County, Indiana. The survey was developed by the Hillsdale Economic Development Partnership, the economic development agency for Hillsdale County, Michigan, and is conducted in partnership with area economic development agencies.

Participant companies in this survey are classified according to industry and size. Participants ranged from new businesses to long-established companies and organizations, and include many of the area's largest employers.

In addition to information regarding employee compensation, the online questionnaire also requested information regarding employee benefits, such as holidays, vacation, sick leave, insurance, and retirement plans.

## **About the Data**

Information used in this survey is self-reported by the participating organizations and is only as complete as provided by them. Confidentiality is promised to participants and numbers are not included if they might be connected to specific companies or organizations. Not all participants answered all questions so totals may be inconsistent across the survey. Where fields are empty or data is missing, compare aggregate numbers or check for matching data in a different company classification.

## **Methodology**

Six Feet Solutions, LLC conducted a mail wage and benefits survey commissioned by the Hillsdale Economic Development Partnership.

- Surveys were mailed to 1,103 unique respondents between February 10 – 17, 2016. The list of potential respondents was downloaded from the Michigan Electronic Library Demographics now for the survey region.
- County economic developers reached out to potential respondents within their individual databases.
- Based on low response rates for categories of Automobile Dealerships and Healthcare/Hospitals, in order to protect individual business and organization confidentiality, wage information has been withheld from this survey. The benefit responses have been included.

For purposes of this report, results are segregated into four columns:

- **Aggregate** represents the percentage of total respondents for each response.
- **Total** indicates the raw number of respondents for each answer.
- **Under 50** represents the percentage for just businesses that employ between 1-49 employees.
- **Over 50** represents the percentage for just businesses that employ 50 or more employees.

Wage results for each individual job title provide six different pieces of information.

- **Position** names the specific job title.
- **Total Positions** is the total number of employees holding the specific job title among the respondents.
- **Average Salary** represents the average salary for each position.
- **Average Hourly** represents the average hourly rate for each position.
- **Under 50** represents the average salary rate for that position among businesses that had 1-49 employees.
- **Over 50** represents the average hourly rate for that position among businesses that had 50 or more employees.

Other notes:

- Respondents provided wages by either an hourly or a salaried basis. To standardize these figures, all wages were calculated into both hourly and salary. Hourly wages were multiplied by 40 hours per week and 52 weeks per year to calculate an annual salary. Salaried wages were divided by 40 hours per week and 52 weeks per year to calculate an hourly wage.

## Wage and Benefits Survey

Number of employees at this location:

	<u>Aggregate</u>
1-49	48.1%
50-199	40.7%
200-499	7.4%
500+	3.7%

Does your company have employees at another location?

	<u>Aggregate</u>
Yes	31.5%
No	68.5%

County Participation:

	<u>Aggregate</u>	<u>Under 50</u>	<u>Over 50</u>
Branch	11.1%	8%	13.8%
Hillsdale	53.7%	64%	44.8%
Jackson	25.9%	24%	27.5%
Lenawee	5.6%	8%	3.4%
Steuben, Indiana	1.9%	0%	3.4%
Other (Calhoun)	1.9%	0%	3.4%
Refused/Not Indicated	0%	0%	0%

Please indicate the type of company:

	<u>Aggregate</u>
Automobile Dealership	3.7%
Financial Institution	7.4%
Healthcare/Hospital	3.7%
Manufacturing or Industrial	72.2%
Retail	11.1%

Total Annual Sales:

	<u>Aggregate</u>
Less Than \$500,000	9.3%
\$500,001 to \$1,000,000	5.6%
\$1,000,001 to \$5,000,000	18.5%
\$5,000,001 to \$20,000,000	18.5%
\$20,000,001 to 100,000,000	9.3%
\$100,000,001+	1.9%
Refused	37%

Does your company have any union contracts?

	<u>Aggregate</u>
Yes	9.26%
No	90.74%

**Wages – Financial Institutions**

<b>POSITION</b>	<b>TOTAL POSITIONS</b>	<b>AVERAGE SALARY</b>	<b>AVERAGE HOURLY RATE</b>	<b>UNDER 50</b>	<b>OVER 50</b>
Chief Executive Officer	3	\$160,006	\$76.93	*	*
Chief Financial Officer	4	\$98,750	\$47.48	*	*
Loan Officer	21	\$59,900.50	\$28.80	*	*
Loan Processor	9	\$34,007.50	\$16.35	*	*
Credit Analyst	7	\$32,037.00	\$15.40	*	*
Branch Manager	22	\$50,944.72	\$24.49	*	\$50,994.72
Customer Service Representative	37	\$27,571.00	\$13.26	*	\$27571.00
Teller	123	\$25,279.87	\$12.15	*	\$25,279.87
Executive Secretary or Administrative Assistant	5	\$30,386.53	\$14.61	*	\$30386.53

**Wages – Manufacturing****Administrative/Finance**

<b>POSITION</b>	<b>TOTAL POSITIONS</b>	<b>AVERAGE SALARY</b>	<b>AVERAGE HOURLY RATE</b>	<b>UNDER 50</b>	<b>OVER 50</b>
General Manager/President	38	\$113,562.40	\$54.60	\$96,405.33	\$127,600
Chief Financial Manager	6	\$122,460	\$58.88	\$80,000	\$133,075
Controller	12	\$78,309.60	\$37.65	\$68,500	\$80,762
Accountant	14	\$54,130	\$26.02	\$58,240	\$53,542.86
Accounts Payable/ Receivable Clerk	28	\$36,614.17	\$17.60	\$31,893.33	\$38,187.78
Bill/Account Collector	4	\$37,000	\$17.79	*	\$37,000
Payroll Clerk	11	\$39,288.33	\$18.89	\$30,000	\$41,146

**Wages – Manufacturing  
Human Resources**

<b>POSITION</b>	<b>TOTAL POSITIONS</b>	<b>AVERAGE SALARY</b>	<b>AVERAGE HOURLY RATE</b>	<b>UNDER 50</b>	<b>OVER 50</b>
Human Resources Manager	22	\$70,354.67	\$33.82	\$49,106.67	\$75,666.67
HR Generalist	13	\$46,792.88	\$22.50	\$56,660	\$43,503.83
Training and Development Specialist	6	\$50,406.80	\$24.23	\$32,427.20	\$56,400

**Wages – Manufacturing  
Sales & Customer Service**

<b>POSITION</b>	<b>TOTAL POSITIONS</b>	<b>AVERAGE SALARY</b>	<b>AVERAGE HOURLY RATE</b>	<b>UNDER 50</b>	<b>OVER 50</b>
Advertising/Marketing/ PR Manager	4	\$84,850	\$40.79	\$49,400	\$96,666.67
Sales Manager/Supervisor	10	\$75,248.83	\$36.18	\$66,497.67	\$84,000
Customer Service/ Telephone Rep	31	\$39,405.60	\$18.95	\$44,956.80	\$36,630
Order and Billing Clerk	4	\$40,237.60	\$19.35	\$44,636.80	\$27,040
Sales Rep/ Account Executive	21	\$76,000	\$36.54	*	\$76,000

**Wages – Manufacturing  
Office Support**

<b>POSITION</b>	<b>TOTAL POSITIONS</b>	<b>AVERAGE SALARY</b>	<b>AVERAGE HOURLY RATE</b>	<b>UNDER 50</b>	<b>OVER 50</b>
Office Manager	6	\$38,296.96	\$18.41	\$41,814.93	\$33,020
Executive Secretary/ Administrative Asst	15	\$37,566.67	\$18.06	\$35,650	\$38,525
Receptionist	10	\$27,507.56	\$13.22	\$24,128	\$27,930
Secretary	4	\$28,578.13	\$13.74	\$28,454.40	\$28,640

**Wages – Manufacturing  
Technical**

<b>POSITION</b>	<b>TOTAL POSITIONS</b>	<b>AVERAGE SALARY</b>	<b>AVERAGE HOURLY RATE</b>	<b>UNDER 50</b>	<b>OVER 50</b>
Engineering Manager	27	\$87,307.14	\$41.97	\$75,000	\$88,253.85
Information Technology Manager	5	\$77,000	\$37.02	*	\$77,000
CAD Technician	55	\$35,531.43	\$17.08	\$30,213.33	\$39,520
Computer Support Specialist	7	\$57,466.67	\$27.63	\$62,400	\$55,000
Designer	30	\$66,250	\$31.85	\$43,000	\$74,000
Electrical Engineer	83	\$67,666.67	\$32.53	*	\$67,666.67
Electrical or Electronic Technician	3	\$49,455.60	\$23.78	*	\$49,455.60
Engineer (not otherwise specified)	72	\$58,847.13	\$28.29	\$52,106	\$62,891.80
Estimator	10	\$52,772	\$25.37	\$47,320	\$54,135
Laboratory/Engineering Technician	14	\$44,995.77	\$21.63	\$44,616	\$45,071.72
Manufacturing Engineer	29	\$74,153.14	\$35.65	*	\$74,153.14
Mechanical Engineer	14	\$71,227.50	\$34.24	\$100,000	\$61,636.67



Network and Computer Systems Administrator	5	\$61,200	\$29.42	\$29,000	\$69,250
System Analyst	7	\$65,333.33	\$31.41	*	\$65,333.33
Technical Support Specialist	3	\$37,500	\$18.03	*	\$37,500

**Wages – Manufacturing Production**

POSITION	TOTAL POSITIONS	AVERAGE SALARY	AVERAGE HOURLY RATE	UNDER 50	OVER 50
Operations/Plant Manager	31	\$83,168.53	\$39.98	\$63,847.09	\$95,464.00
Materials Manager	16	\$61,252.89	\$29.45	*	\$61,252.89
Production Manager/Foreman	34	\$56,958.60	\$27.38	\$61,690.72	\$54,986.88
Purchasing Manager	11	\$56,512	\$27.17	\$45,760	\$57,706.67
Quality Control Manager	17	\$68,519.31	\$32.94	\$73,865	\$67,547.36
Assembler	447	\$30,174.18	\$14.51	\$14.10	\$14.60
Buyer/Purchasing Agent	18	\$43,938.11	\$21.12	\$17.31	\$21.97
CNC Machinist	185	\$38,485.23	\$18.50	\$18.93	\$18.29
CNC Operator	250	\$31,569.80	\$15.18	\$14.64	\$15.50
Cutting, Punching, Press Machine Oper.	51	\$25,602.63	\$12.31	\$12.82	\$12.11
Drilling and Boring Machine Operator	4	\$27,500	\$13.22	\$13.94	\$12.50
General Laborer	561	\$28,343.02	\$13.63	\$13.66	\$13.61
Grinding, Lapping, Polishing and Buffing	15	\$33,361.60	\$16.04	\$14.06	\$20.00
Lathe and Turning	10	\$35,361.60	\$17.00	\$15.50	\$20.00

Machine Tool Operator					
Manual Machinist	15	\$38,266.67	\$18.40	*	\$18.40
Paint/Spraying	15	\$34,060.00	\$16.38	\$11.54	\$17.58
Machine Operator					
Plastic Processing	154	\$29,640.00	\$14.25	*	\$14.25
Machine Operator					
Quality Control	62	\$35,097.47	\$16.87	\$16.10	\$17.07
Inspector/Tester					
Tool and Die Maker	56	\$45,848.87	\$22.04	\$19.18	\$23.68
Welder, Cutter, Solderer and Brazer	160	\$37,035.12	\$17.81	\$18.07	\$17.63

**Wages - Manufacturing  
Maintenance and Repair**

<b>POSITION</b>	<b>TOTAL POSITIONS</b>	<b>AVERAGE SALARY</b>	<b>AVERAGE HOURLY RATE</b>	<b>UNDER 50</b>	<b>OVER 50</b>
Manager of Mechanics, Installers and Repairers	5	\$62,985	\$30.28	*	\$30.28
Maintenance Mechanic	32	\$42,224.62	\$20.30	\$21.21	\$20.19
Maintenance and Repair Worker	119	\$39,112.28	\$18.80	\$18.41	\$19.02

**Wages - Manufacturing  
Transportation and Material Moving**

<b>POSITION</b>	<b>TOTAL POSITIONS</b>	<b>AVERAGE SALARY</b>	<b>AVERAGE HOURLY RATE</b>	<b>UNDER 50</b>	<b>OVER 50</b>
Supervisor/Manager of Material Movers	4	\$40,104	\$19.28	*	\$19.28
Driver, Truck Heavy and Tractor-Trailer	5	\$39,000	\$18.75	*	\$18.75

Driver, Truck Light or Delivery Services	4	\$24,266.67	\$11.67	\$10	\$12.50
Inventory Control Coordinator	3	\$31,320	\$15.06	\$14.75	\$15.21
Material Handler	149	\$30,984.06	\$14.90	\$14.87	\$14.90
Picker and Packer	6	\$32,073.60	\$15.42	\$17.52	\$11.22
Shipping, Receiving and Traffic Clerk	50	\$33,261.65	\$15.99	\$15.37	\$16.04

**Wages – Manufacturing**

**Housekeeping**

<b>POSITION</b>	<b>TOTAL POSITIONS</b>	<b>AVERAGE SALARY</b>	<b>AVERAGE HOURLY RATE</b>	<b>UNDER 50</b>	<b>OVER 50</b>
Janitor	8	\$27,162.51	\$13.06	\$12.50	\$13.15

**Wages – Retail**

<b>POSITION</b>	<b>TOTAL POSITIONS</b>	<b>AVERAGE SALARY</b>	<b>AVERAGE HOURLY RATE</b>	<b>UNDER 50</b>	<b>OVER 50</b>
Store Manager	18	\$61,744.80	\$29.69	\$29.69	*
Assistant Store Manager	6	\$25,407.20	\$12.22	\$12.22	*
Sales Associate	46	\$19,136.00	\$9.20	\$9.25	\$9.15

**Benefits Information**  
**Paid Holidays – Hourly Employees**

	<u>Aggregate</u>	<u>Under 50</u>	<u>Over 50</u>
New Year's Day	88.89%	88%	89.66%
Good Friday	42.59%	44%	41.38%
Memorial Day	88.89%	88%	89.66%
Independence Day/July 4 <sup>th</sup>	88.89%	92%	86.21%
Labor Day	88.89%	88%	89.66%
Floating Holiday	29.63%	20%	37.93%
Veteran's Day	1.85%	4%	0%
Thanksgiving Day	92.59%	92%	93.1%
Friday after Thanksgiving	59.26%	56%	62.07%
Christmas Eve	72.22%	76%	68.97%
Christmas Day	90.74%	88%	93.1%
New Year's Eve	61.11%	64%	58.62%

**Benefits Information**  
**Paid Holidays – Salary Employees**

	<u>Aggregate</u>	<u>Under 50</u>	<u>Over 50</u>
New Year's Day	94.44%	92%	96.55%
Martin Luther King, Jr. Day	1.85%	0%	3.45%
Good Friday	44.44%	48%	41.38%
Memorial Day	94.44%	92%	96.55%
Independence Day/July 4 <sup>th</sup>	94.44%	92%	96.55%
Labor Day	92.59%	92%	93.10%
Floating Holiday	20.37%	12%	27.59%
Veteran's Day	1.85%	4%	0%
Thanksgiving Day	94.44%	92%	96.55%
Friday after Thanksgiving	66.67%	64%	68.97%
Christmas Eve	70.37%	72%	68.97%
Christmas Day	94.44%	92%	96.55%
New Year's Eve	61.11%	60%	62.07%

**Benefits Information****Paid Days Offered to Employees**

	<u>Aggregate</u> <u>Salary</u>	<u>Aggregate</u> <u>Hourly</u>	<u>Under</u> <u>50/Salary</u>	<u>Over</u> <u>50/Salary</u>	<u>Under</u> <u>50/Hourly</u>	<u>Over</u> <u>50/Hourly</u>
Paid Personal Days	29.63%	27.78%	32%	27.59%	16%	37.93%
Paid Sick Days	27.78%	22.22%	32%	41.38%	20%	24.14%
Paid Vacation Days	88.89%	88.89%	84%	93.1%	84%	93.1%
Paid Bereavement Days	75.93%	74.07%	60%	89.66%	60%	86.21%
Jury Duty Compensation	77.78%	62.96%	64%	89.66%	52%	72.41%

**Benefits Information****Health Insurance Plans**

	<u>Aggregate</u> <u>Salary</u>	<u>Aggregate</u> <u>Hourly</u>	<u>Under</u> <u>50/Salary</u>	<u>Over</u> <u>50/Salary</u>	<u>Under</u> <u>50/Hourly</u>	<u>Over</u> <u>50/Hourly</u>
Health Insurance Single Plan	22.22%	16.67%	32%	13.79%	24%	10.34%
Self Insured	11.11%	11.11%	4%	17.24%	4%	17.24%
Indemnity Plan	0%	0%	0%	0%	0%	0%
HMO/PPO/HSA/HRA/Other	38.89%	35.19%	32%	44.83%	32%	37.93%
Multiple Plans	11.11%	11.11%	4%	17.24%	4%	17.24%

**Benefits Information****Other Benefits**

	<u>Aggregate</u> <u>Salary</u>	<u>Aggregate</u> <u>Hourly</u>	<u>Under</u> <u>50/Salary</u>	<u>Over</u> <u>50/Salary</u>	<u>Under</u> <u>50/Hourly</u>	<u>Over</u> <u>50/Hourly</u>
Dental Insurance Benefit	59.26%	55.56%	36%	79.31%	32%	75.86%
Vision Insurance Benefit	46.30%	16.67%	16%	72.41%	8%	24.14%
Short Term Disability	53.70%	55.56%	40%	65.52%	36%	72.41%
Long Term Disability	48.15%	38.89%	28%	65.52%	24%	51.72%
Life Insurance Coverage	72.22%	68.52%	56%	82.76%	52%	79.31%
Pension Plan	3.7%	3.7%	4%	3.45%	4%	3.45%
401(k) or 403(b) Plan	66.67%	62.96%	44%	82.76%	40%	79.31%
401(k) or 403(b) Match	59.26%	57.41%	36%	75.86%	36%	72.41%

Tuition Assistance	44.44%	40.74%	16%	68.97%	16%	62.07%
Profit Sharing	24.07%	22.22%	20%	27.59%	20%	24.14%
Productivity Goals – Team	20.37%	24.07%	16%	24.14%	12%	34.48%
Productivity Goals – Individual	18.52%	22.22%	16%	20.69%	20%	24.14%

### Benefits Information Incentives

	<u>Aggregate Salary</u>	<u>Aggregate Hourly</u>	<u>Under 50/Salary</u>	<u>Over 50/Salary</u>	<u>Under 50/Hourly</u>	<u>Over 50/Hourly</u>
Casual Dress – 1x Week	18.52%	12.96%	8%	27.59%	16%	20.69%
Casual Dress – Daily	37.04%	33.33%	40%	34.48%	40%	27.59%
Childcare Services	3.7%	3.7%	8%	0%	8%	0%
Compressed Work Weeks	12.96%	14.81%	24%	3.45%	24%	6.9%
Discounted Product Purchases	37.04%	35.19%	28%	41.38%	20%	44.83%
Employee Assistance Programs	31.48%	33.33%	4%	55.17%	4%	58.62%
Emergency/Sick Child Care	7.41%	7.41%	4%	6.9%	4%	6.9%
Fitness Center Membership Subsidy	9.26%	9.26%	4%	13.79%	4%	13.79%
Flex Time	22.22%	16.67%	16%	24.14%	12%	20.69%
Flexible Spending Account	42.59%	42.59%	16%	62.07%	16%	62.07%
Informal Recognition Plan	24.07%	31.48%	8%	34.48%	12%	44.83%
Job Sharing	3.7%	3.7%	4%	3.45%	0%	6.9%
On-Site Fitness Center	5.56%	7.41%	4%	6.9%	4%	10.34%
Open Communication Policy	51.85%	53.7%	48%	51.72%	44%	58.62%
Scholarships – Employees, Spouses, Children	3.7%	5.56%	0%	6.9%	0%	10.34%
Smoking Cessation Program	22.22%	22.22%	12%	31.03%	12%	31.03%
Telecommuting	7.41%	5.56%	12%	3.45%	8%	3.45%
Tutoring – Employees,	0%	0%	0%	1.85%	0	3.45%

Spouses, Children						
Wellness Program	29.63%	31.48%	24%	34.48%	24%	37.93%

**Benefits Information**

**Other Incentives Not Listed:**

- On-Site Healthcare
- Accident Insurance
- Various Safety Programs
- Cookouts
- Picnics
- Service Awards
- Annual Performance Bonus
- Annual Kick Off Party
- Productivity Benchmark Suggestion Prizes
- Birthday Recognition
- Work Anniversary/Years of Service Recognition
- Employee Appreciation Breakfast
- Gift Cards for Birthdays and Work Anniversaries
- Production Bonus up to \$1.50/hr based on production level being met
- Safety Glasses Reimbursement
- Safety Shoes Reimbursement
- Holiday Dinners