

SALARY RESULTS

Data Compiled and Presented by May & Company, LLP - November 2007

No of companies that completed survey

27

No. of Employees:

12	1-100
8	101-250
3	251-500
4	500+
<hr/>	
27	
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NOTES:

Some entities gave annual salaries when asked for hourly rates. In order to make the survey consistent, 2080 hours per year were used to calculate salaries.

Some entities provided average pay, but not hourly high or hourly low. The omission of this data may distort some of the results.

Some entities only partially completed the survey questions; therefore, some items do not reflect the entire population of 27 companies.

Warren County 2007 Wage & Labor Survey
Presented by Economic Development Foundation

JOB CLASS JOB TITLE	AVERAGE PAY	HOURLY HIGH	HOURLY LOW
<u>PRODUCTION MANUFACTURING</u>			
CNC Operator	35,038	19.31	15.00
Inspection Supervisor	56,208	27.72	26.00
Inspector	30,940	16.01	12.25
Machine Operator	28,595	15.61	12.46
Painter, Production	25,868	13.94	11.17
Press/Set Up Operator	32,909	19.58	11.83
Production Worker Skilled	28,800	15.39	12.62
Production Worker Unskilled	20,274	10.74	9.00
Production Assembly	21,486	11.09	9.33
Quality Control Technician	30,210	15.99	13.36
Quality Control/Assurance Manager	59,976	30.69	25.64
Welder	25,504	14.26	10.14
Safety Inspector	52,888	26.00	24.67
Welder - Journeyman	35,662	19.38	16.00
Pipe Welder	43,611	21.71	19.33
Structural Welder	29,120	14.50	14.00
Welding Supervisor	46,488	24.57	22.20
Electrician	34,514	19.30	14.40
Electrician - Journeyman	42,084	21.39	19.00
Electrician - Apprentice	30,389	14.85	14.50
Machinist - Journeyman	42,983	21.55	20.00
Pipe Fitter	39,520	19.50	19.00
Structural Fitter	30,420	15.50	14.00
<u>PRODUCTION SALARIED</u>			
Department Head Supervisor	62,898	33.69	26.75
Plant/Operations Manager (500 Employees or Less)	89,815	47.39	40.95
Plant/Operations Manager (500 Employees or More)	145,000	73.08	60.00
Production Manager	71,001	37.79	30.73
Production Supervisor	47,029	24.82	19.46
<u>DIE CASTING</u>			
Machine Operator	23,213	11.83	10.00
Mold Repair	27,477	13.80	13.00
Metal Stamping Operator	24,960	12.00	12.00
<u>ENGINEERING/DRAFTSMAN</u>			
Engineer	69,596	36.75	30.00
Engineer Technician	41,203	21.24	17.67
Draftsman	46,817	25.36	19.33
<u>CARPENTER</u>			
Carpenter - Journeyman	31,262	15.35	15.00
Carpenter - Apprentice	24,419	12.40	10.00

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JOB CLASS JOB TITLE	AVERAGE PAY	HOURLY HIGH	HOURLY LOW
<u>HEALTH CARE</u>			
Registered Nurse	45,753	26.10	20.33
Licensed Practical Nurse	47,373	23.78	21.33
Emergency Medical Technician (EMT)	31,939	16.59	14.00
<u>ACCOUNTING</u>			
Controller	82,463	43.17	38.30
Accountant	48,866	24.92	21.33
Accounts Receivable/Payable Clerk	31,395	16.09	14.00
<u>HUMAN RESOURCES</u>			
Human Resource Director	63,500	30.53	30.25
Human Resource Manager	64,682	33.73	27.27
Benefits Manager	21,008	10.10	10.00
Human Resource Secretary	28,941	14.89	12.60
Payroll Clerk	28,961	14.34	13.40
<u>DATA PROCESSING</u>			
Network Administrator	32,920	15.83	15.50
Senior Computer Operator	60,300	29.38	28.00
Data Entry Operator	20,384	13.00	10.00
Information Systems Manager	81,667	39.26	38.67
Systems Analyst	46,408	22.98	21.00
Programmer	49,150	24.75	22.00
<u>GENERAL OFFICE</u>			
Office Manager (Supervisor)	40,307	22.98	17.20
Secretary - Executive	37,962	20.62	16.43
Secretary - General	26,869	13.94	12.00
Department Clerk	24,327	14.89	10.80
Receptionist	21,983	10.93	10.20

BENEFITS RESULTS

Warren County 2007 Wage & Labor Survey - Benefits Offered

	Offered To				Employee Contribution				
	Full Time		Part Time		Average		Low		
	Indemnity	HMO	POS	PPO	HMO	Indemnity	High	Low	
HEALTH INS - EMPLOYEE	5	4	1	19	3	0	\$75.43	\$337.92	\$0.00
HEALTH INS - DEPENDANTS	5	4	1	18	2	1	\$234.69	\$866.72	\$0.00
	<u>Unanswered</u>	<u>No</u>	<u>Yes</u>	<u>Yes</u>	<u>Yes</u>	<u>No</u>	<u>Unanswered</u>		
PRESCRIPTIONS	5	0	22	3	19	5			
DENTAL - EMPLOYEE	0	1	26	3	24	0	\$19.96	\$26.23	\$0.00
DENTAL - DEPENDANT	0	5	22	2	25	0	\$61.40	\$227.88	\$0.00
VISION	0	11	16	3	24	0			
LIFE INSURANCE	0	2	25	3	24	0			
LIFE INSURANCE - OPTIONAL	0	13	14	2	25	0			
401K	0	3	24	8	19	0			
401K - COMPANY CONTRIBUTION	0	6	21	7	20	0			
PENSION PLAN	0	17	10	1	26	0			
LONG TERM DISABILITY	0	6	21	2	25	0			
SHORT TERM DISABILITY	0	9	18	3	24	0			
TUITION REIMBURSEMENT	0	11	16	1	26	0			
SECTION 125 FLEX SPENDING	0	10	17	3	24	0			
AD&D	0	11	16	0	27	0			
AD&D - OPTIONAL	0	16	11	2	25	0			

Overtime:

When does your company pay overtime?
 5 After 8 hours/day
 22 After 40 hours/week

At what rate do you pay overtime?
 27 1 1/2 times
 1 (After 50 hours/wk) 2X

Do you pay premium per overtime on:
 Saturday Yes 2
 Sunday Yes 6

Number of Shifts:
 6 1 Shift
 10 2 Shifts
 9 3 Shifts
 1 4 Shifts
 1 5 Shifts

Warren County 2007 Wage & Labor Survey - Benefits Offered

Overtime - continued: *Shift Differential*

Evening Shift	2 companies pay an additional .15/hr for working this shift 2 companies pay an additional .25/hr for working this shift 2 companies pay an additional .35/hr for working this shift 1 company pays an additional 6%/hr for working this shift
Night Shift	2 companies pay an additional .25/hr for working this shift 1 company pays an additional .30/hr for working this shift 4 companies pay an additional .35/hr for working this shift 1 company pays an additional .60/hr for working this shift 2 companies pay an additional .50/hr for working this shift 1 company pays an additional 1.00/hr for working this shift 1 company pays an additional 1.05/hr for working this shift 1 company pays an additional 6%/hr for working this shift

Other:

If no, does your company plan to seek this designation in the near future?

Yes 2

No 24

Unanswered 1

How often, on average, is update training required?

Yearly 4

3 Years 4

Other 15

Unanswered 4

Is training offered to employees on company time or employee time?

Company 27

Employee 0

Vacation & Sick Leave:

Avg # for	Avg # for
<u>hrly emp</u>	<u>salary emp</u>
10.83	5.83
13.63	13.53

Paid sick days

Paid holidays

Paid vacations for hourly employees

Years of Service:

1 year	1 company gives 3 days of vacation 1 company gives 18 days of vacation 6 companies give 10 days of vacation 14 companies give 5 days of vacation 2 companies give 15 days of vacation 1 company gives 6 days of vacation 1 company gives 18 days of vacation 11 companies give 5 days of vacation
2 years	

Warren County 2007 Wage & Labor Survey - Benefits Offered

Vacation & Sick Leave - Continued:

Hourly employees

2-5 years

11 companies give 10 days of vacation
 1 company gives 15 days of vacation
 1 company gives 6 days of vacation
 2 companies give 15 days of vacation
 3 companies give 5 days of vacation
 18 companies give 10 days of vacation
 1 company gives 19 days of vacation

6-10 years

1 company gives 19 days of vacation
 1 company gives 5 days of vacation
 8 companies give 10 days of vacation
 14 companies give 15 days of vacation

10+ years

1 company gives 6 days of vacation
 1 company gives 6 days of vacation
 1 company gives 23 days of vacation
 2 companies give 10 days of vacation
 8 companies give 15 days of vacation
 10 companies give 20 days of vacation
 1 company gives 20-30 days of vacation
 1 company give 5 days of vacation
 1 company gives 15-25 days of vacation

Paid vacations for salaried employees

Years of Service:

1 year

1 company gives 3 days of vacation
 9 companies give 5 days of vacation
 12 companies give 10 days of vacation

2 years

1 company gives 15 days of vacation
 1 company gives 18 days of vacation
 1 company gives 7 days of vacation
 7 companies give 5 days of vacation
 15 companies give 10 days of vacation

2-5 years

1 company gives 15 days of vacation
 1 company gives 18 days of vacation
 1 company gives 7 days of vacation
 1 company gives 5 days of vacation

6-10 years

18 companies give 10 days of vacation
 4 companies give 15 days of vacation
 1 company gives 19 days of vacation
 1 company gives 7 days of vacation
 8 companies give 10 days of vacation
 1 company gives 19 days of vacation
 15 companies give 15 days of vacation

Warren County 2007 Wage & Labor Survey - Benefits Offered

Vacation & Sick Leave - Continued:

Salaries employees 10+ years

- 1 company gives 20-30 days of vacation
- 1 company gives 7 days of vacation
- 9 companies give 15 days of vacation
- 13 companies give 20 days of vacation
- 1 company gives 23 days of vacation