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# Logan and Union County Wage, Benefit, and Training Survey

May 5, 2021

Prepared by: Ben Hooper



**CENTER FOR  
REGIONAL DEVELOPMENT**

**BOWLING GREEN STATE UNIVERSITY**



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# Survey Overview



Union County Courthouse (Columbus Dispatch)



Downtown Bellefontaine (Logan County Chamber)

The Union County-Marysville Economic Development Partnership, Logan County Chamber of Commerce and local OhioMeansJobs offices, contracted the Center for Regional Development at Bowling Green State University to conduct a Wage, Benefit, and Training Survey in Union and Logan Counties, Ohio. When reading this final survey report, please note the following:

- The survey was conducted during a six week period ending March 15, 2021
- The response rate for each question or topic is listed herein
- The reported salaried wages were converted to hourly wages
- In some cases, wage data was not sufficient enough to provide a representative sample
- The appendix contains a color coded system to help guide readers as to the weight that should be given to each position's wage data
- This report accurately reflects data reported in the survey but should not be generalized to all organizations throughout Union and Logan Counties
- Some information was redacted to protect respondent confidentiality
- Some information was combined to protect respondent confidentiality
- Rounded numbers may create scenarios where totals exceed 100%
- Different response rates may result in inconsistencies in the data
- The full introduction and methodology language is included in the appendix





# General Information

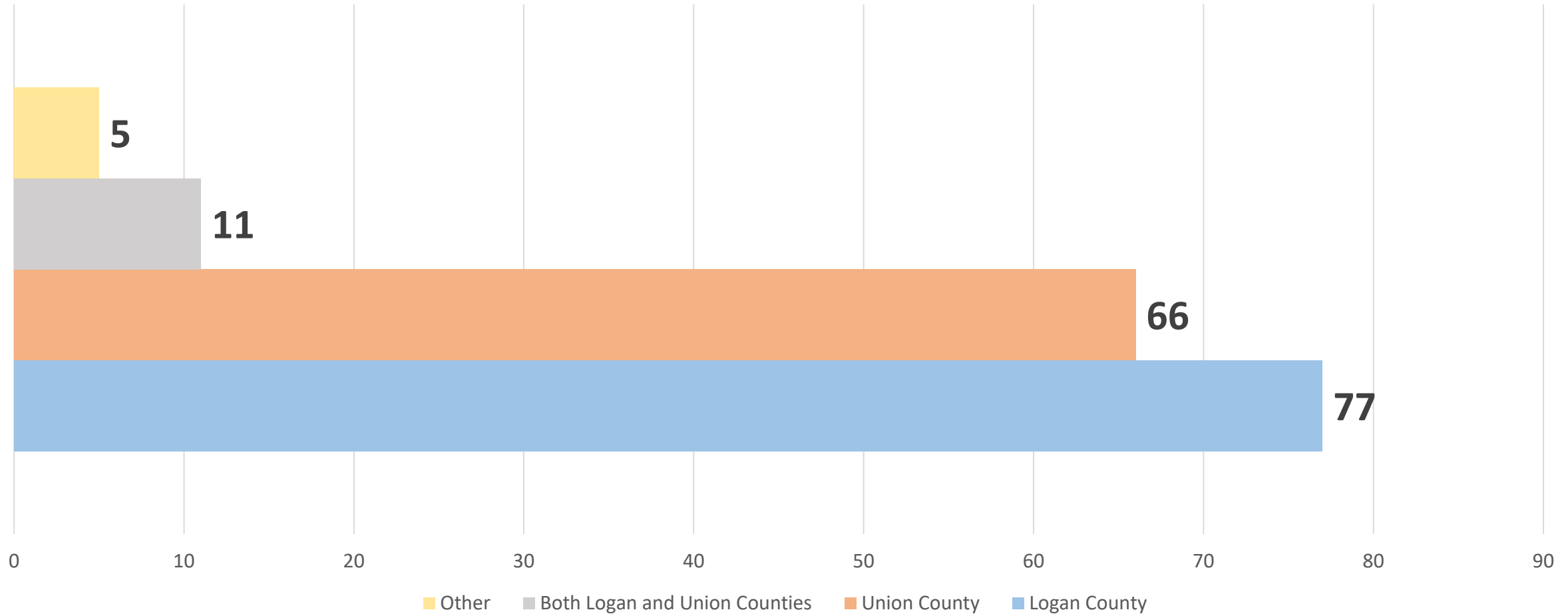
# Key Findings

- 48% of respondents are located in Logan County and 42% are located in Union County
- Respondents self reported industry classification spanning 19 different NAICS Codes
- 70% of respondents employ less than 50 individuals
- Respondents indicated expected increases in employment levels (46%), payroll amounts (70%), year-over-year sales (65%) and starting wages (49%) through 2021
- A total of 159 organizations participated in this survey, although response rates vary by question



# Location

In which county is your organization located?



Responses: 159

# Employment Sectors

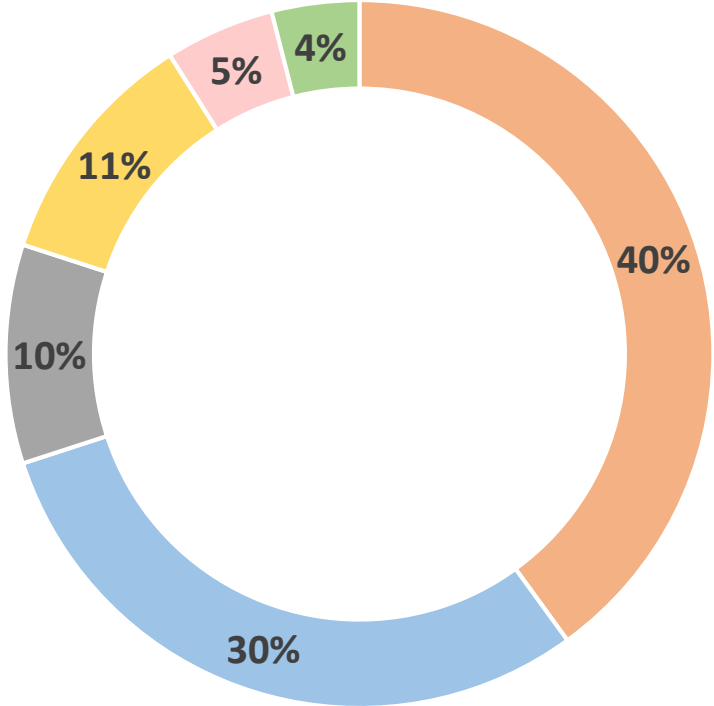
Please indicate which category best describes your organization's primary activity and/or your corresponding 2-digit NAICS industry code:

11. Agriculture, Forestry, Fishing, and Hunting; 21. Mining; 22. Utilities	8
23. Construction	14
31-33. Manufacturing	14
42. Wholesale Trade; 44-45. Retail Trade	15
48-49. Transportation and Warehousing	8
51. Information; 52. Finance	11
53. Real Estate Rental and Leasing; 54. Professional, Scientific, and Technical Services	12
56. Administrative and Support and Waste Management and Remediation Services	3
57. Educational Services	13
62. Health Care and Social Assistance	12
71. Arts, Entertainment, and Recreation	5
72. Accommodation and Food Services	7
81. Other Services	28
92. Public Administration	9

Responses: 159

# Size and Gross Revenues

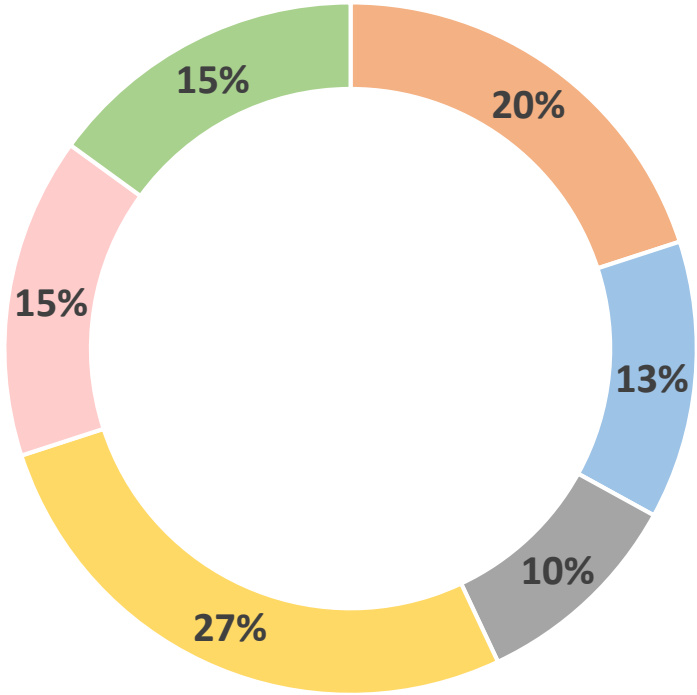
How many people does your organization employ?



- 1-10
- 11-50
- 51-99
- 100-249
- 250-999
- 1,000 or more

Responses: 158

Which range best captures your actual or estimated gross revenues for the 2020 calendar year?



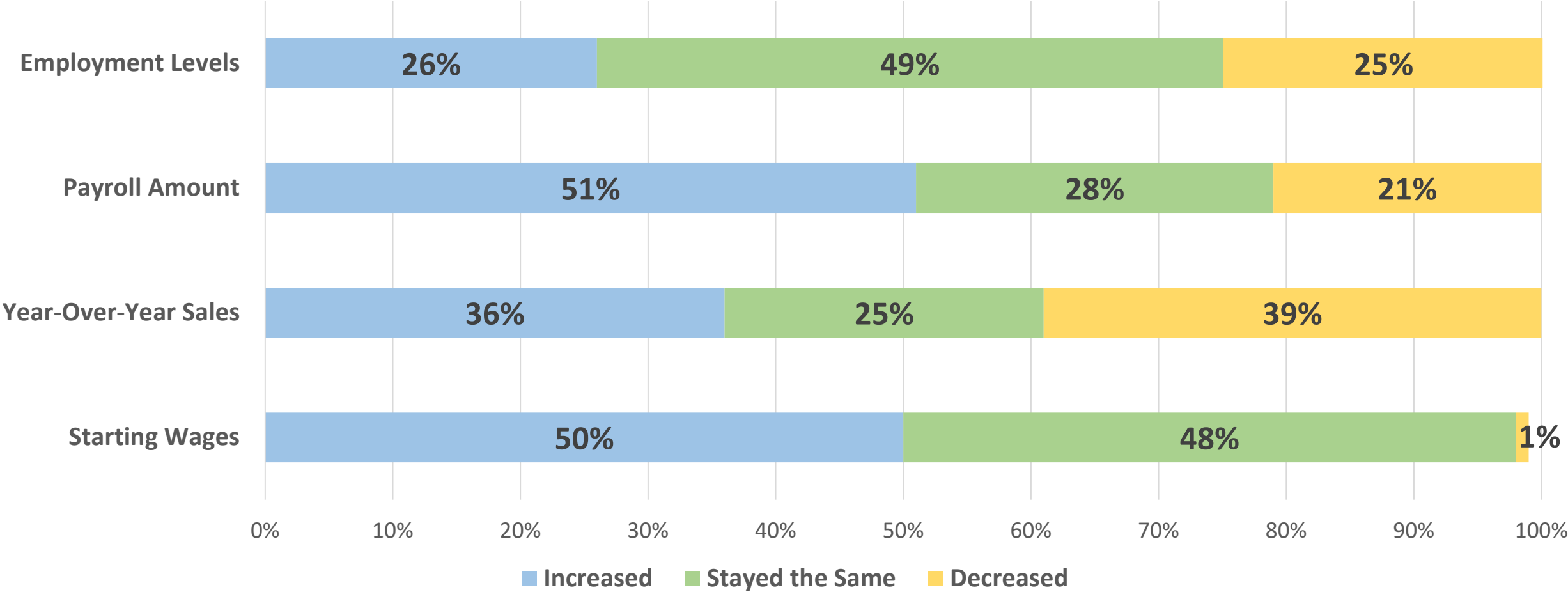
- Less than \$250K
- \$250K-\$499,999
- \$500K-\$999,999
- \$1M-\$4,999,999
- \$5M-\$19,999,999
- Greater than \$20M

Responses: 150



# Organizational Health

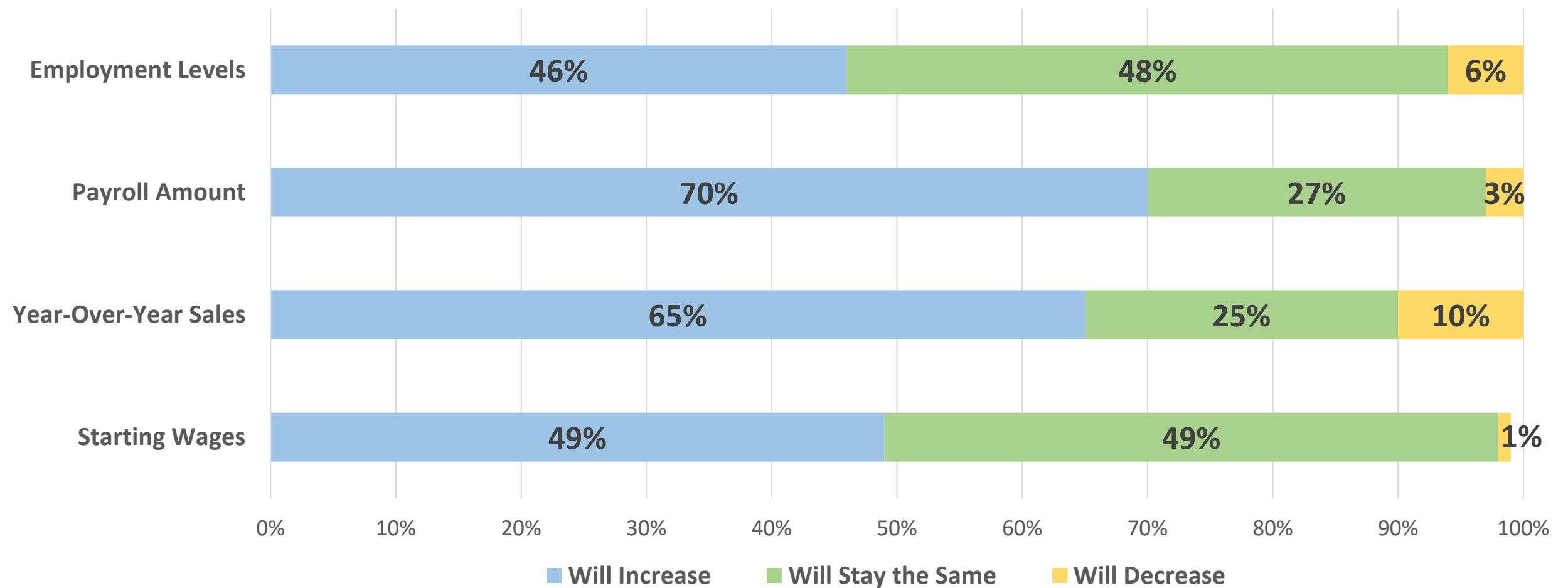
When thinking about the past 12 months in your organization, please indicate the direction of change to the following:

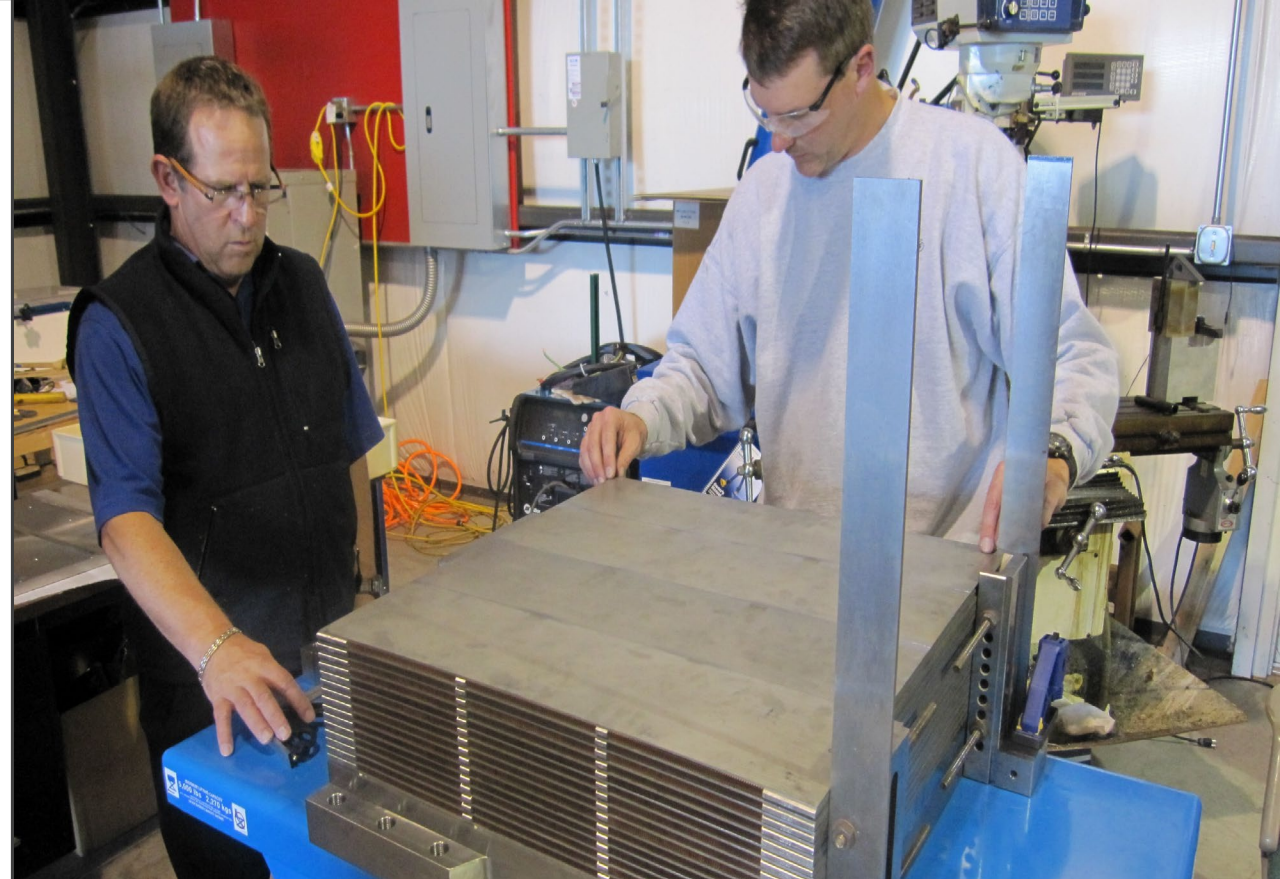


Responses: 142-159

# Organizational Health

When thinking about your organization’s projections for the next 12 months, please indicate what direction of change you anticipate for the following:





# Wages



# Key Findings

- Wage responses were provided for 108 different positions
- The majority of wage reporting was in the office and industry position classifications
- Overtime pay at 1.5x base pay was reported by a majority of respondents (94%)
- The most common type of bonus pay reported was through profit sharing

# Office Wages



Position	Average Starting Wage	Average Maximum Wage	Average Actual Wage
Accountant	\$20.98	\$33.82	\$27.80
Accounting Clerk	\$17.66	\$24.66	\$20.05
Administrative Assistant	\$14.99	\$23.04	\$17.66
Assistant Manager	\$17.39	\$25.20	\$20.05
Customer Service Manager	\$19.72	\$30.97	\$24.66
Customer Service Specialist	\$15.11	\$22.57	\$17.97
Data Entry Specialist*	\$13.50	\$20.00	\$13.50
Executive Assistant	\$22.55	\$31.46	\$26.92
Facilities Manager	\$21.22	\$32.36	\$26.90
General Office Assistant	\$15.35	\$21.78	\$22.00
Human Resources Director	\$35.19	\$50.62	\$39.36
Human Resources Manager	\$20.94	\$34.62	\$25.66
Human Resources Generalist	\$20.40	\$27.91	\$24.58
IT Director	\$33.07	\$49.83	\$40.70
General Manager	\$26.90	\$41.05	\$39.40
Logistics Coordinator	\$25.70	\$36.63	\$33.70

Position	Average Starting Wage	Average Maximum Wage	Average Actual Wage
Marketing Manager	\$18.61	\$28.70	\$23.18
Medical Biller*	\$13.75	\$20.63	\$19.54
Medical Records Clerk	\$13.61	\$20.99	\$14.53
Network Administrator	\$20.80	\$31.67	\$24.66
Office Manager	\$15.80	\$22.28	\$20.21
Operations Manager	\$21.45	\$31.52	\$26.89
Patient Registration*	\$11.44	\$18.51	\$14.12
Payroll Clerk	\$19.10	\$23.35	\$21.43
Programmer*	\$25.48	\$37.50	\$13.46
Project Coordinator	\$49.48	\$53.91	\$51.59
Project Manager	\$25.30	27.16	\$27.33
Purchasing Manager	\$36.03	\$64.51	\$42.67
Receptionist	\$12.68	\$17.49	\$15.97
Sales Manager	\$36.44	\$54.44	\$42.06
Systems Analyst*	\$24.69	\$31.08	\$27.81

\* Low Response Rate; Not enough responses provided to form a representative sample size

# Industry Wages



Position	Average Starting Wage	Average Maximum Wage	Average Actual Wage
Assembler	\$14.02	\$16.97	\$15.76
Assembly Packer*	\$15.25	\$17.57	\$17.07
Buyer	\$18.19	\$24.77	\$23.43
CAD Designer/Drafter	\$30.26	-	\$34.57
Chemical Engineer*	\$38.24	\$66.28	\$45.67
Civil Engineer*	\$38.46	\$57.69	\$40.87
CNC Machinist*	\$17.79	\$23.56	-
Design Engineer	\$30.73	\$44.18	\$36.00
Driver	\$16.31	\$20.59	\$18.28
Electrical Engineer*	\$33.47	\$55.36	\$39.74
Electrician*	\$28.00	\$28.00	\$28.00
Engineering Technician*	\$15.96	\$23.94	\$19.95

Position	Average Starting Wage	Average Maximum Wage	Average Actual Wage
Field Technician	\$20.24	\$33.99	\$28.81
Floor Assembly Supervisor*	\$17.22	-	\$17.90
Fork Lift Operator	\$15.36	\$18.09	\$17.62
General Labor	\$12.67	\$17.02	\$14.98
HVAC Technician*	\$14.00	\$19.00	\$18.00
Inspector	\$16.50	\$22.39	\$26.50
Janitor	\$12.26	\$17.44	\$13.72
Lab Technician*	\$20.66	\$30.50	\$23.07
Light Assembler*	\$12.75	\$15.58	\$10.00
Machine Operator	\$14.75	\$22.63	\$20.69
Maintenance Mechanic*	\$16.00	\$40.00	\$25.00
Maintenance Worker	\$17.63	\$20.88	\$21.28

\* Low Response Rate; Not enough responses provided to form a representative sample size



# Industry Wages



Position	Average Starting Wage	Average Maximum Wage	Average Actual Wage
Manufacturing Engineer	\$31.59	\$48.42	\$39.01
Material Expeditor*	\$12.00	\$16.75	\$13.50
Material Handler	\$14.16	\$17.25	\$15.62
Materials Engineer*	\$33.75	\$44.38	\$39.90
Mechanical Engineer	\$30.25	-	\$35.43
Order Picker/Processor*	\$13.75	\$16.33	-
Packing Machine Operator*	\$15.50	\$17.16	-
Planner	\$22.67	\$30.09	\$27.74
Plant Manager	\$40.02	\$70.72	\$75.62
PLC Technician*	\$17.19	\$19.25	-
Press Operator*	\$15.45	\$16.07	\$16.19
Process Engineer	\$27.28	\$45.12	\$36.00
Production Manager	\$22.85	\$31.93	\$28.08

Position	Average Starting Wage	Average Maximum Wage	Average Actual Wage
Project Engineer*	\$54.12	\$68.14	\$59.04
QA Inspector	\$17.15	\$25.41	\$20.85
QA Manager	\$39.88	\$58.96	\$47.64
Quality Engineer	\$29.77	\$47.80	\$35.65
Scheduler	\$23.08	\$33.30	\$28.33
Security*	\$11.00	\$25.00	\$15.00
Shipping/Receiving Clerk	\$16.13	\$18.90	\$17.96
Systems Engineer*	\$29.81	\$38.46	-
Tool and Die Maker*	\$20.00	-	\$24.02
Warehouse Assistant	\$16.75	\$26.78	\$19.77
Warehouse Manager	\$23.40	\$33.92	\$28.61
Warehouse Worker	\$13.85	\$16.98	\$17.64

\* Low Response Rate; Not enough responses provided to form a representative sample size

# Retail and Hospitality Wages



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## Retail

Position	Average Starting Wage	Average Maximum Wage	Average Actual Wage
Assistant Store Manager*	\$16.24	\$30.30	\$23.84
Cashier*	\$14.00	\$15.00	-
Controller*	\$39.04	\$57.94	\$51.50
Customer Service Representative*	\$14.41	\$20.52	\$16.82
Department Manager*	\$31.25	\$40.87	\$31.25
Human Resources Manager	\$17.22	\$26.34	\$26.86
Maintenance*	\$21.63	\$32.69	\$26.47
Sales Associate	\$13.33	\$33.36	\$21.22
Store Manager*	\$20.63	\$31.04	\$23.08

## Hospitality

Position	Average Starting Wage	Average Maximum Wage	Average Actual Wage
Front Desk Clerk*	\$10.75	\$15.00	\$10.75
Front Desk Manager*	\$12.25	\$15.50	\$12.25
Guest Room Attendant*	\$10.00	\$12.00	\$10.00
Housekeeping Supervisor*	\$16.25	\$19.04	\$16.72
Laundry Worker*	\$9.75	\$12.55	\$12.55
Night Auditor*	\$10.50	\$15.00	\$11.00
Salesperson*	\$24.04	\$26.44	\$19.50
Director of Sales*	\$24.04	\$26.44	\$26.44

# Restaurant Wages



Position	Average Starting Wage	Average Maximum Wage	Average Actual Wage
Barista*	\$9.00	\$10.00	-
Bartender†	\$7.30	\$8.17	\$7.80
Busser	\$8.90	\$9.40	\$9.08
Dishwasher	\$9.83	\$11.70	\$10.05
Food Server	\$9.74	\$15.51	\$11.83
Head Chef*	\$14.66	-	\$20.19
Host/Hostess	\$8.90	\$9.40	\$8.87
Cook (Line, Pizza, Prep, Baker)	\$11.31	\$13.81	\$12.58
Restaurant Manager	\$17.32	17.11	\$20.92
Restaurant Management Support	\$14.12	\$19.70	\$15.94
Waiter/Waitress*†	\$4.40	\$4.40	\$4.52

\* Low Response Rate; Not enough responses provided to form a representative sample size

† Hourly Rate Reflects Tipped Employees

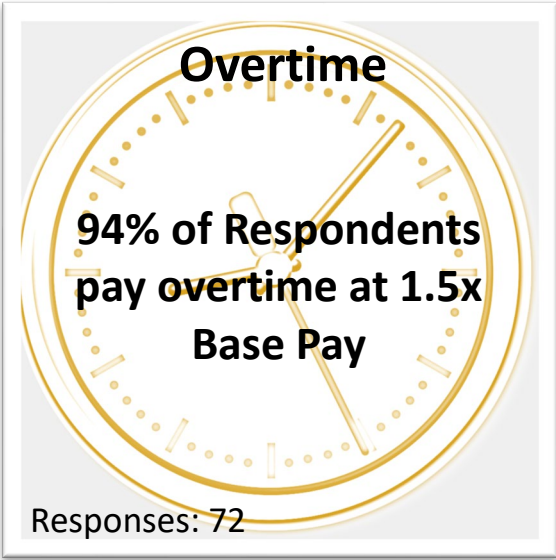


# Additional Wage Types

## Shift Differential

Wage Differential	Range	Responses	Mean
Second Shift	25¢ - \$1.50	8	66¢
Third Shift	25¢ - \$1.50	8	74¢

In total, 15 organizations reported paying a shift differential. 9 organizations reported their shift differential amounts with 1 organization paying a percentage over base pay and 8 organizations paying a fixed amount per hour over base pay. The fixed dollar amounts are aggregated above.



## Top 3 Bonus Pay Structures

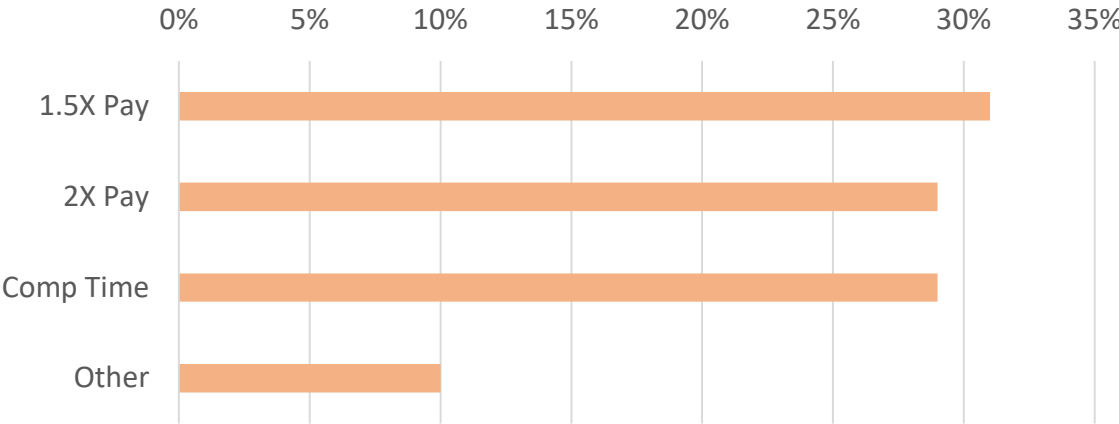


1. Profit Sharing
2. Performance
3. Attendance

Responses: 120\*

\*57 organizations selected from a list of 9 different bonus pay structures

## Holiday Wages



Responses: 51



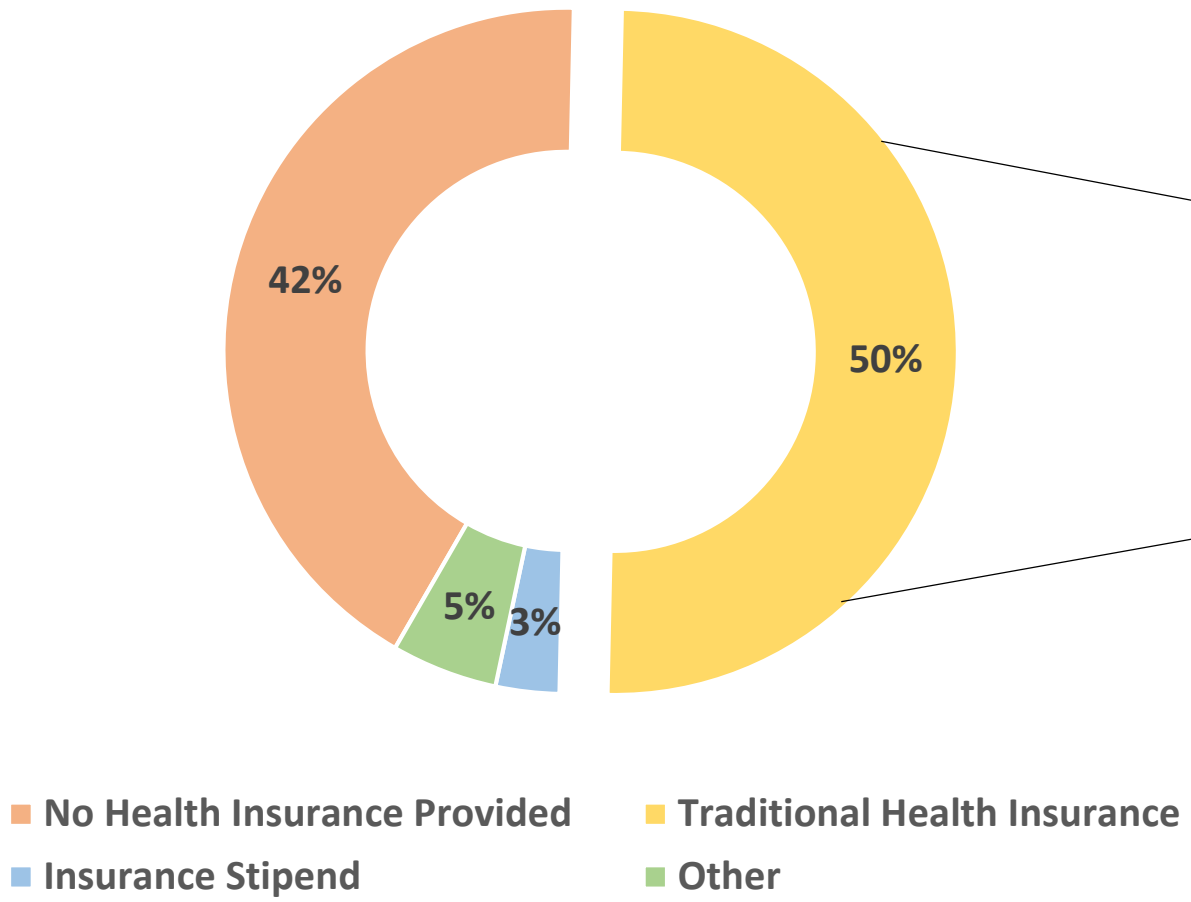
# Benefits

# Key Findings

- 42% of respondents do not provide health insurance to their employees and over half of respondents do not provide dental or vision insurance, with companies with less than 10 employees the most likely to not offer health benefits
- New Year's Day was the only holiday reported as a paid holiday off by 100% of respondents
- Overall, salaried workers of reporting organizations receive more vacation days, sick days, and/or total paid time off days through all stages of employment length
- 401(k) retirement plans were the most commonly reported retirement plan (36.54%) provided by responding organizations followed by no retirement plan offered (30.77%)
- The most commonly reported type of other benefit offered by reporting organizations was tuition reimbursement (41%), followed by flexible scheduling (39%), and cell phone reimbursements (36%)

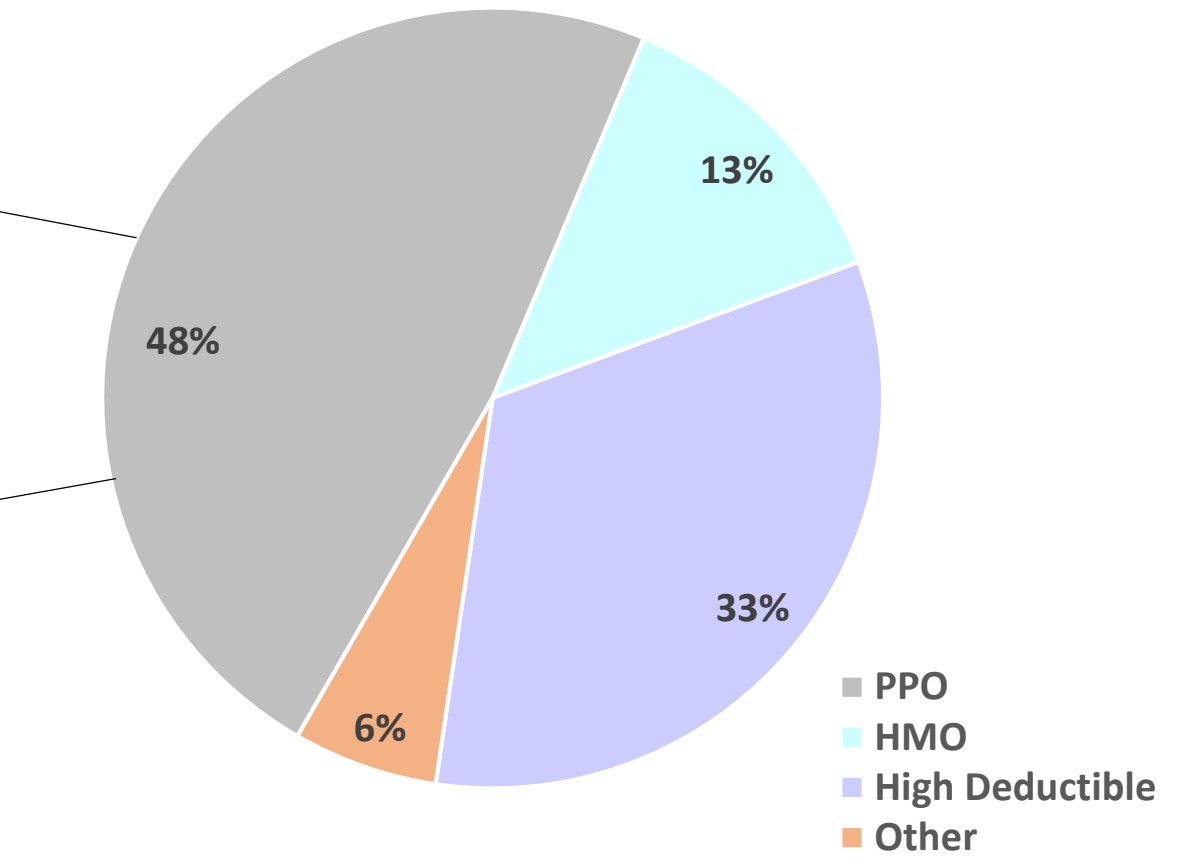
# Health Insurance

Do you offer health insurance plan(s) or health benefits of any kind?



Responses: 115

## Traditional Plan Types Offered



Responses: 69\*  
\*57 organizations responded with 11 offering more than one type of plan

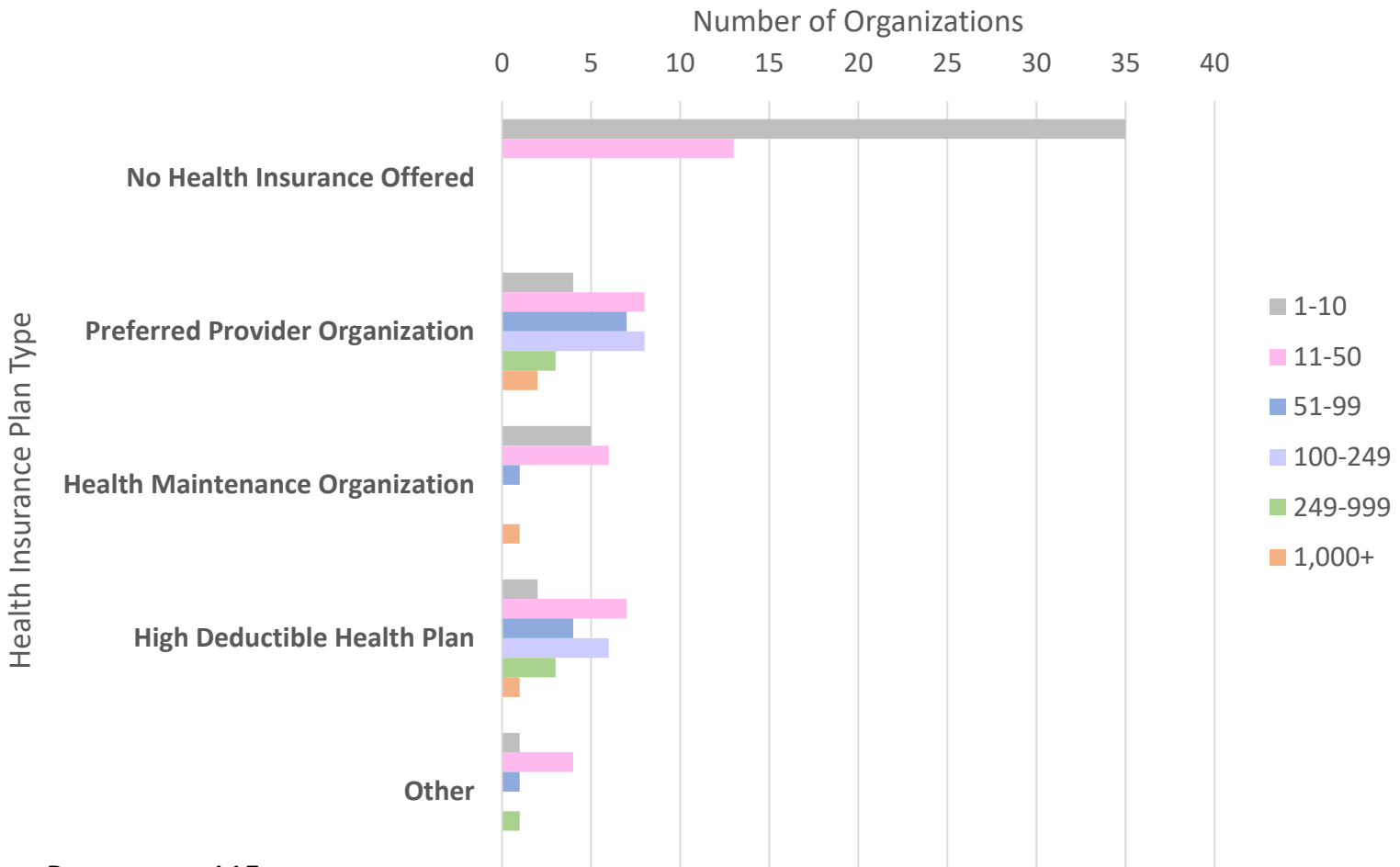


# Health Insurance

	Average Annual Premium	Average Employer Contribution %	Average Employee Contribution %	Average 2021 Deductible	Average 2021 Co-Insurance	Average 2021 Out-of-Pocket Max
Preferred Provider Organization (PPO)- Individual Plan	\$6,787.60	78.2%	21.8%	\$2,295.65	19.29%	\$4,250
Preferred Provider Organization (PPO)- Family Plan	\$17,789.21	77.31%	22.69%	\$4,080.43	20.71%	\$7,773.91
Health Maintenance Organization (HMO)- Individual Plan	\$9,410.00	71.33%	28.67%	REDACTED	-	REDACTED
Health Maintenance Organization (HMO)- Family Plan	\$20,730.78	70.33%	29.67%	REDACTED	-	REDACTED
High Deductible Health Plan (HDHP)- Individual Plan	\$6,762.79	82.53%	17.47%	\$3,488.89	28.08%	\$5,741.18
High Deductible Health Plan (HDHP)- Family Plan	\$14,951.52	73.10%	26.90%	\$6,911.11	28.08%	\$10,329.41

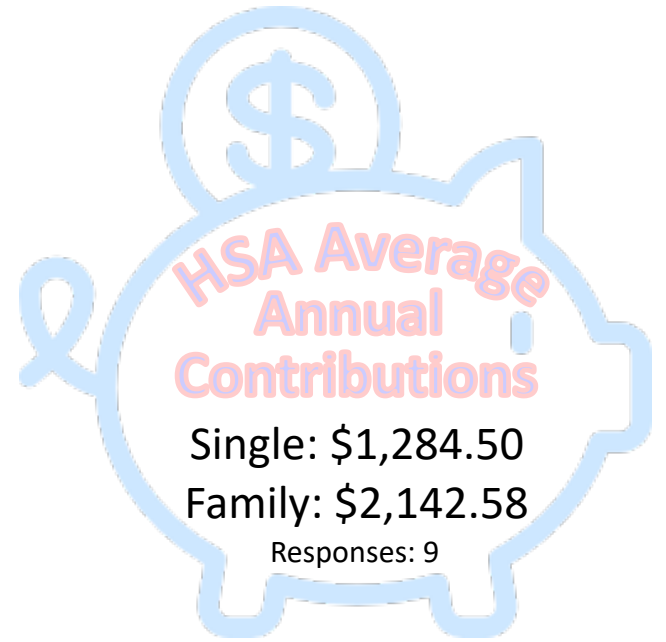
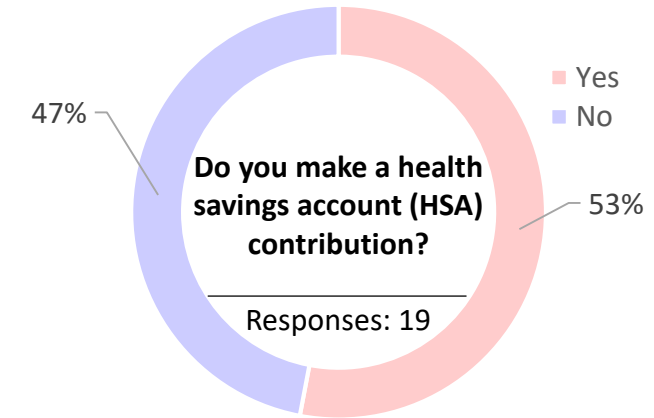
Responses: PPO- 21-25; HMO- 2; HDHP- 13-19

## Health Insurance Offerings by Organizational Size



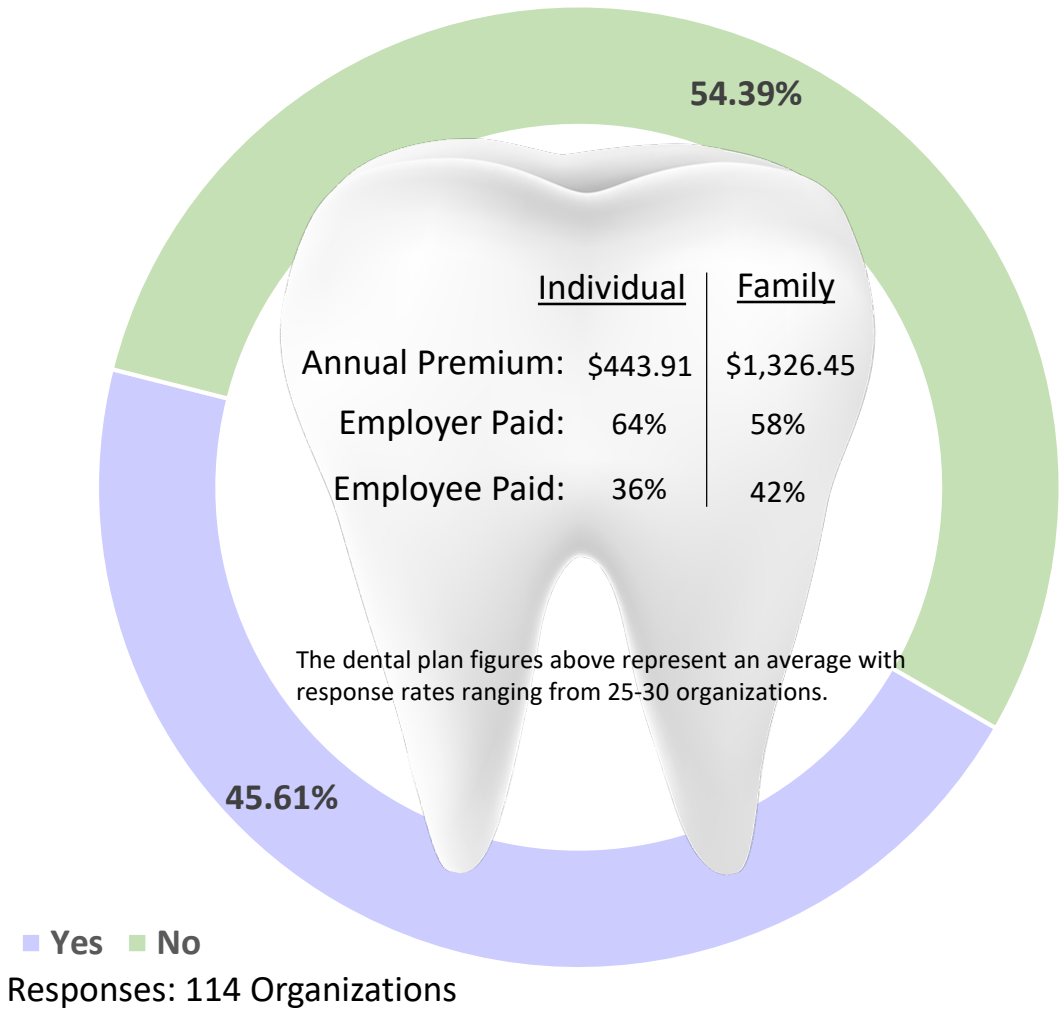
Responses: 115

## High Deductible Plan HSA's

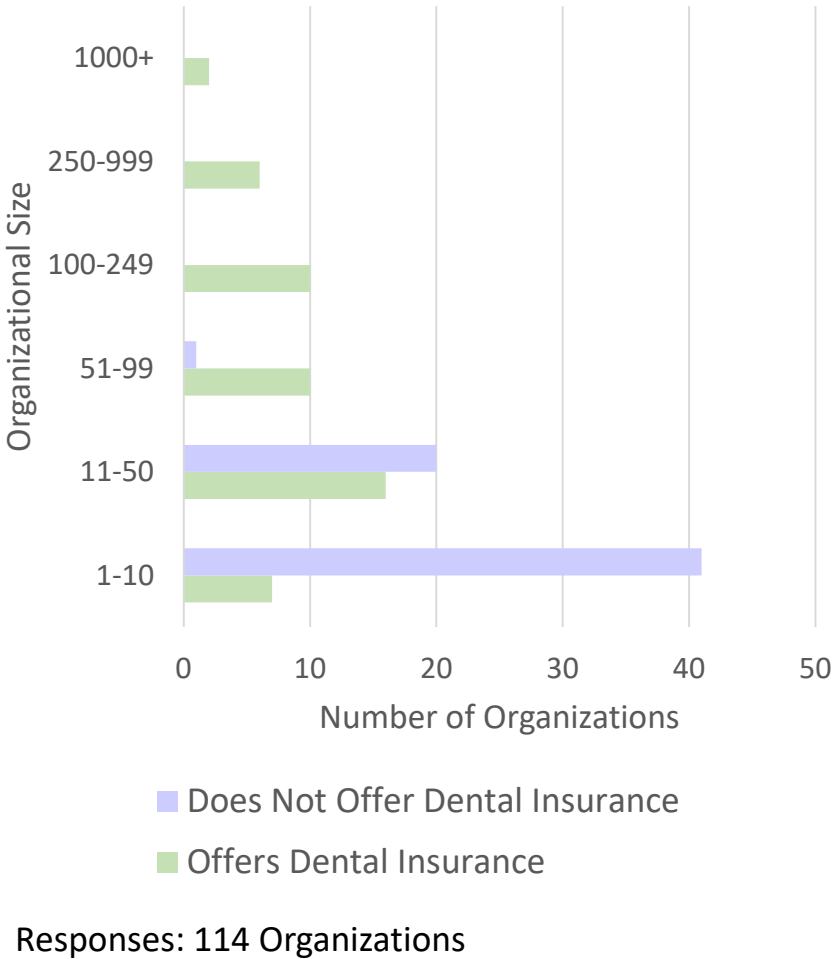


# Dental Insurance

Does your organization offer dental insurance?

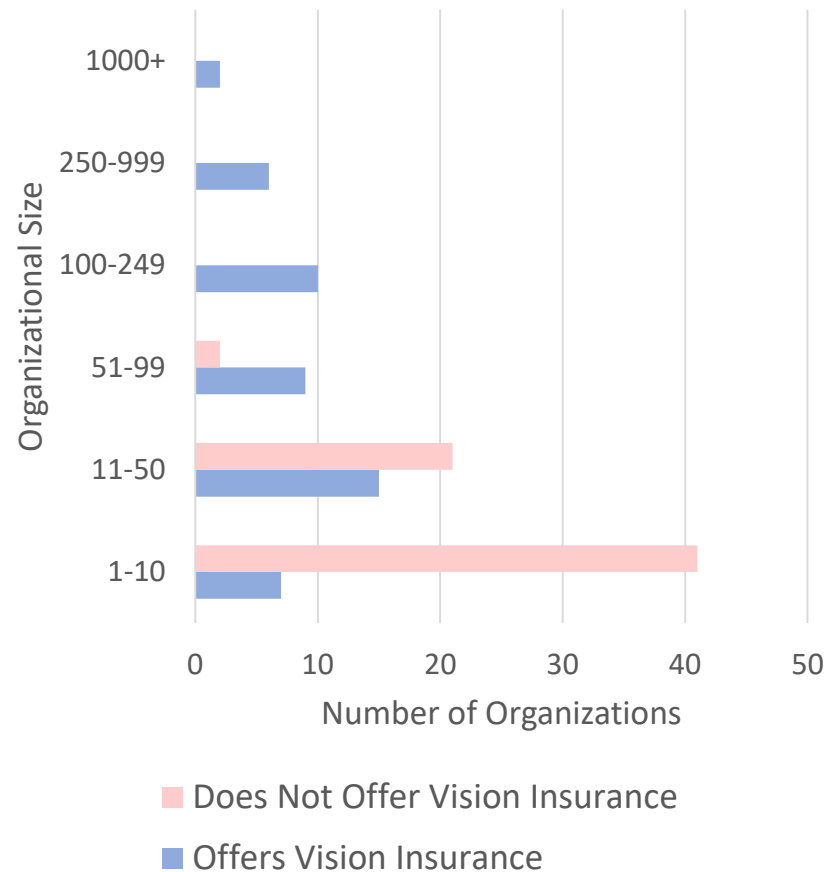


## Dental Insurance Offering by Organizational Size



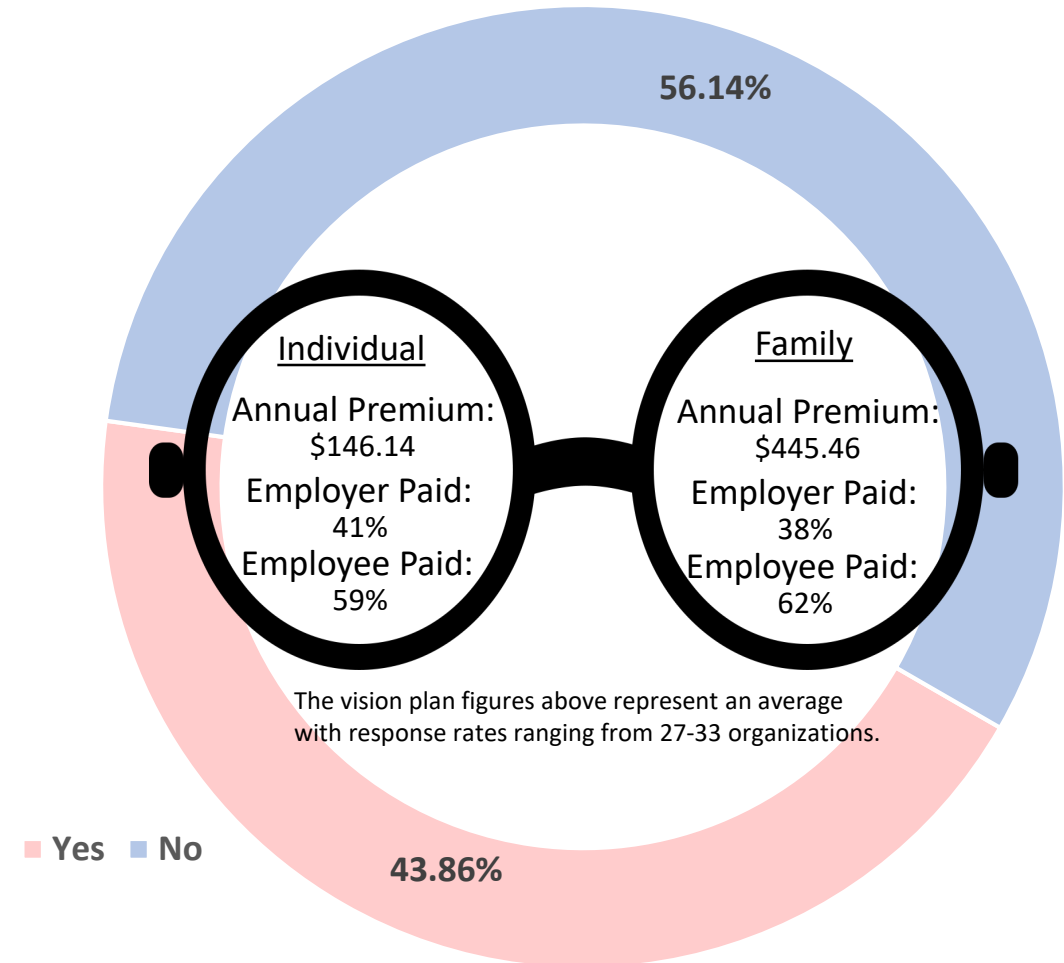
# Vision Insurance

## Vision Insurance Offering by Organizational Size



Responses: 114 Organizations

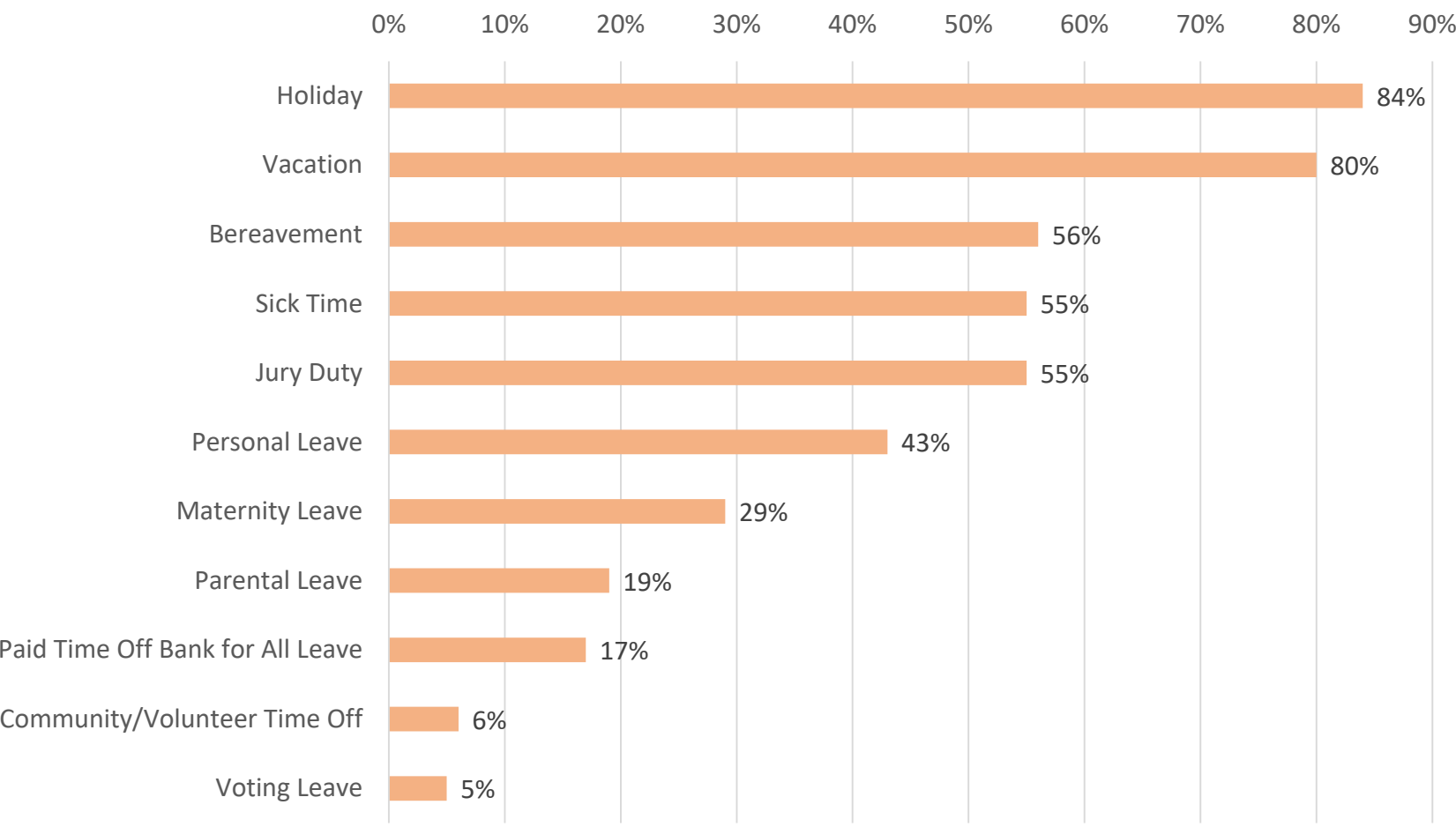
## Does your organization offer vision insurance?



Responses: 114 Organizations

# Paid Time Off

What type(s) of paid time off do you offer your employees?



Responses: 100 Organizations

Paid Time Off Holidays

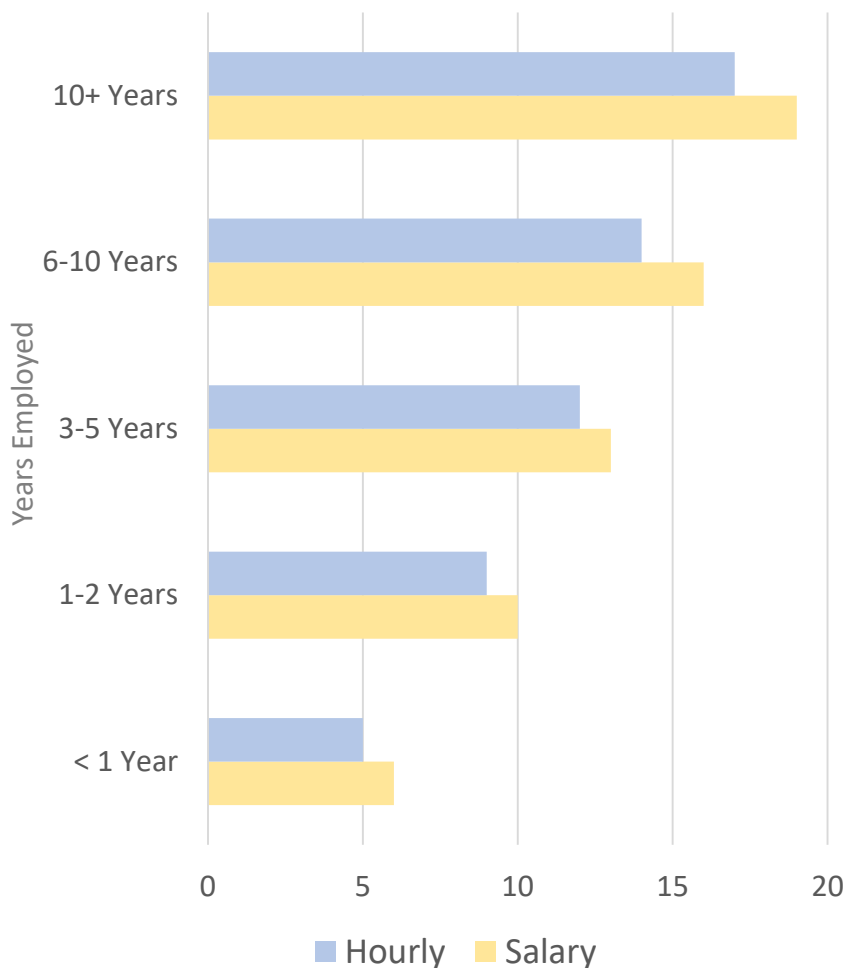
Holiday	% of Organizations that offer time off
New Year's Day	100%
Martin Luther King Jr. Day	31%
President's Day	30%
Good Friday	33%
Memorial Day	91%
Independence Day	88%
Labor Day	89%
Columbus Day	15%
Election Day	0%
Veteran's Day	20%
Thanksgiving Day	99%
Day After Thanksgiving	59%
Christmas Eve (Dec. 24)	55%
Christmas Day	99%
New Year's Eve (Dec. 31)	58%
Employee's Birthday	5%
Other	5%

Responses: 80 Organizations



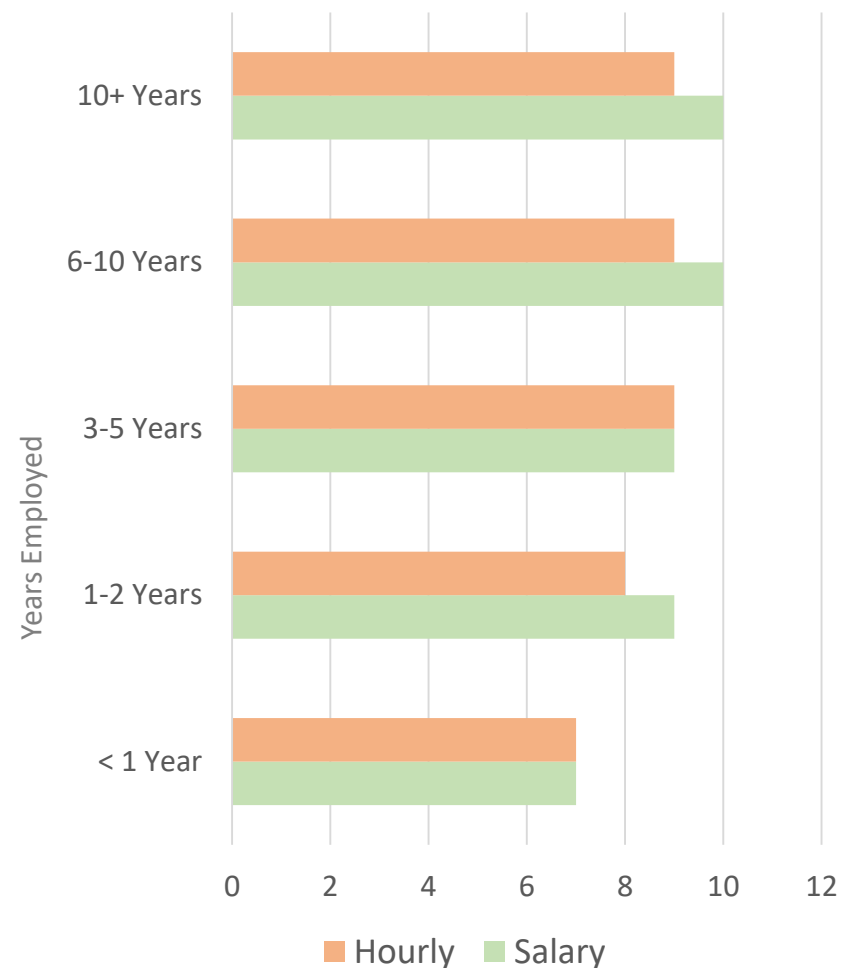
# Vacation, Sick, and PTO Days

## Average Annual Vacation Days



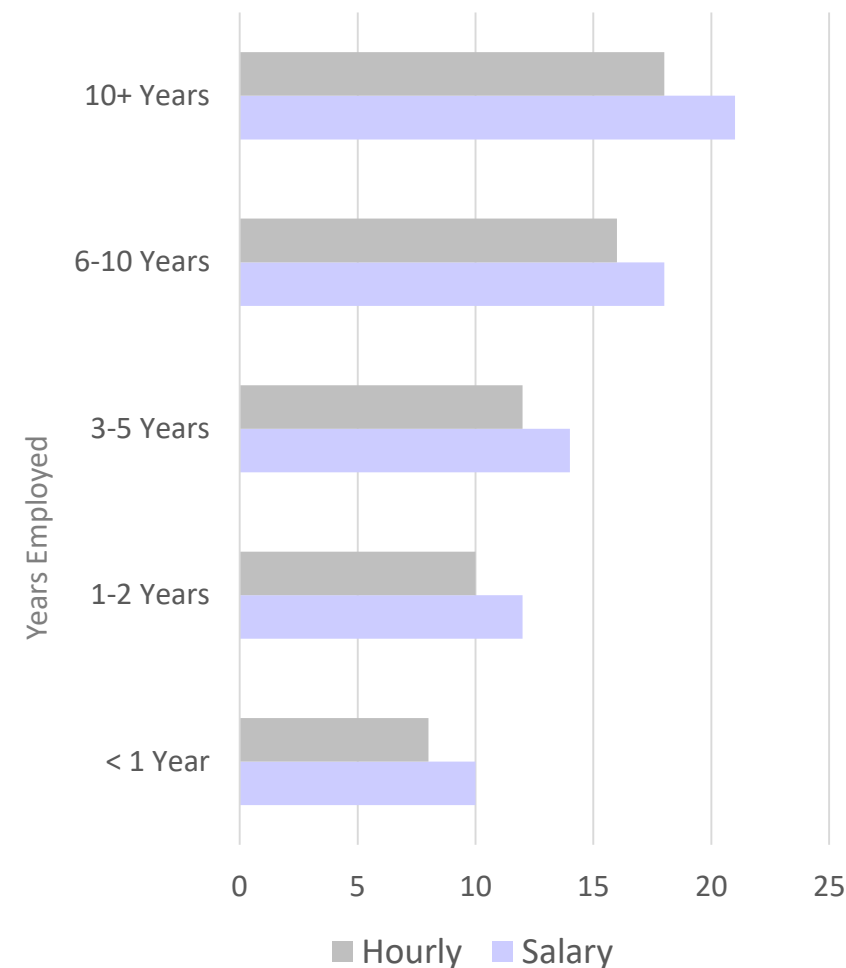
Responses: 53-57

## Average Annual Sick Days



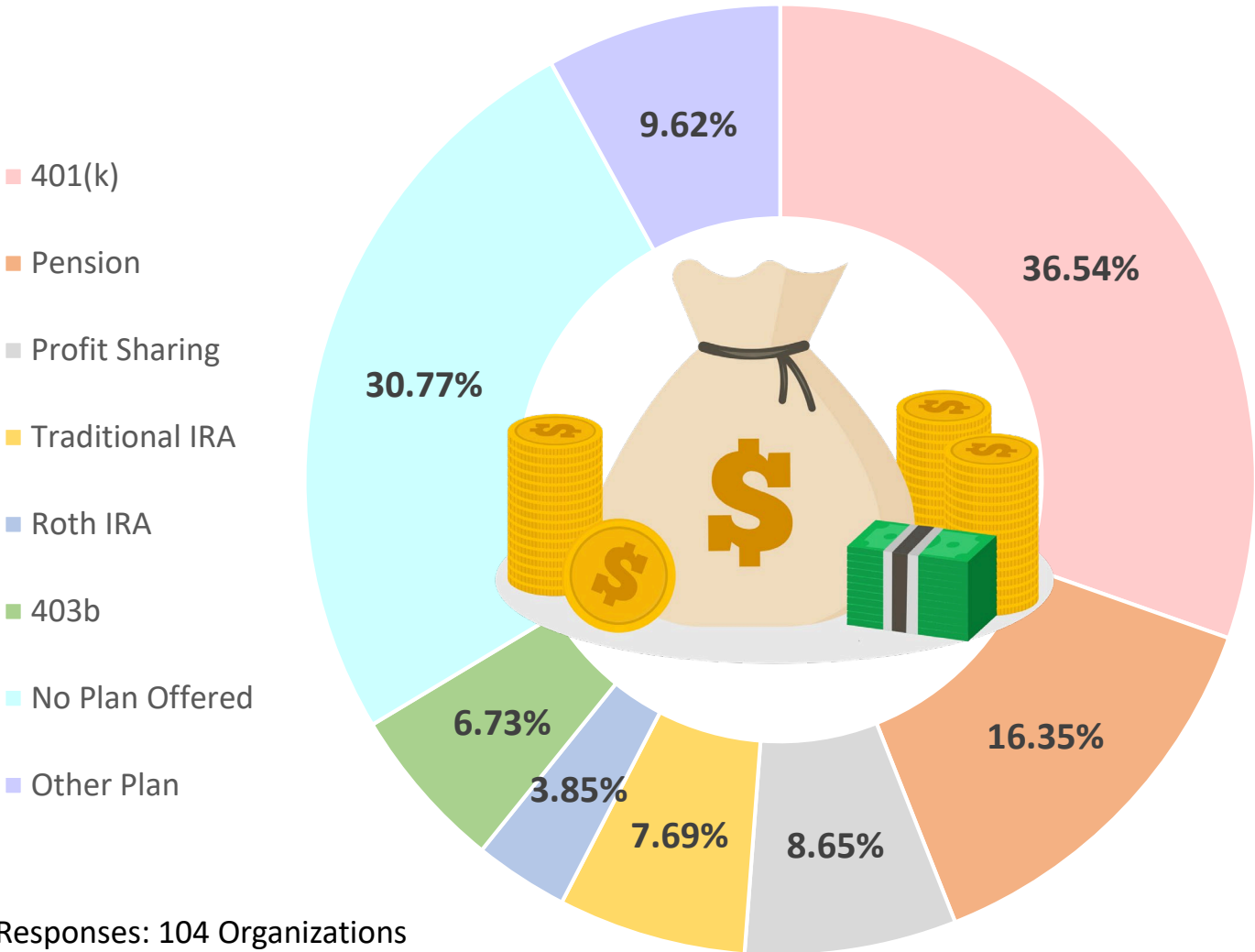
Responses: 30-36

## Average Annual PTO Days



Responses: 10-12

## Organizational Retirement Plan Offerings



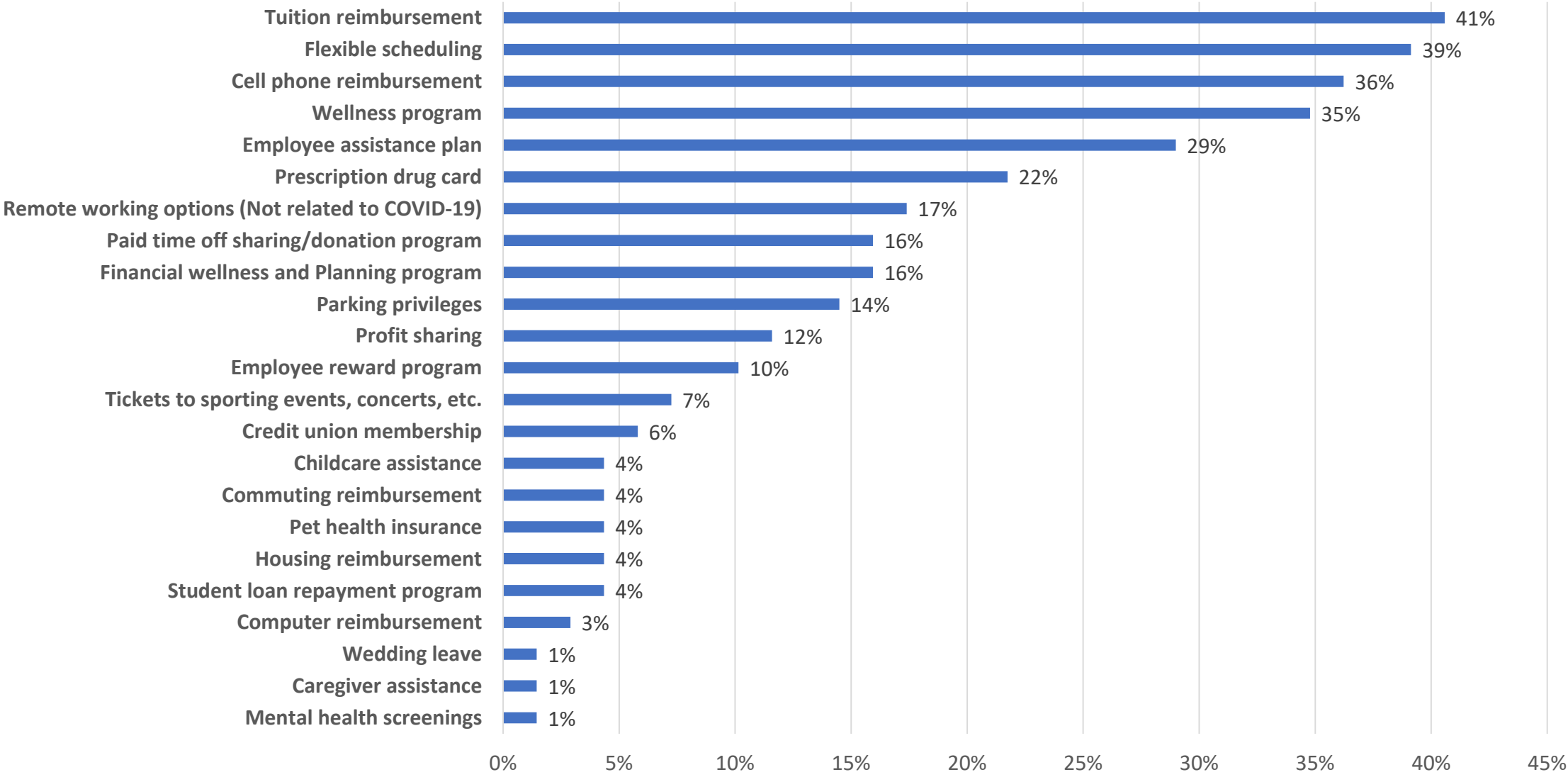
Responses: 104 Organizations

## Average Retirement Plan Contributions as a Percentage of Employee Gross Wages

Retirement Plan Type	Employee Contribution	Employer Contribution
401(k)	5%	4%
Pension	9%	15%
Traditional IRA	4%	3%
Roth IRA	5%	2%
403b	4%	4%

Responses: 3-28

# Other Benefits



Responses: 69 Organizations



# Training and Talent Attraction

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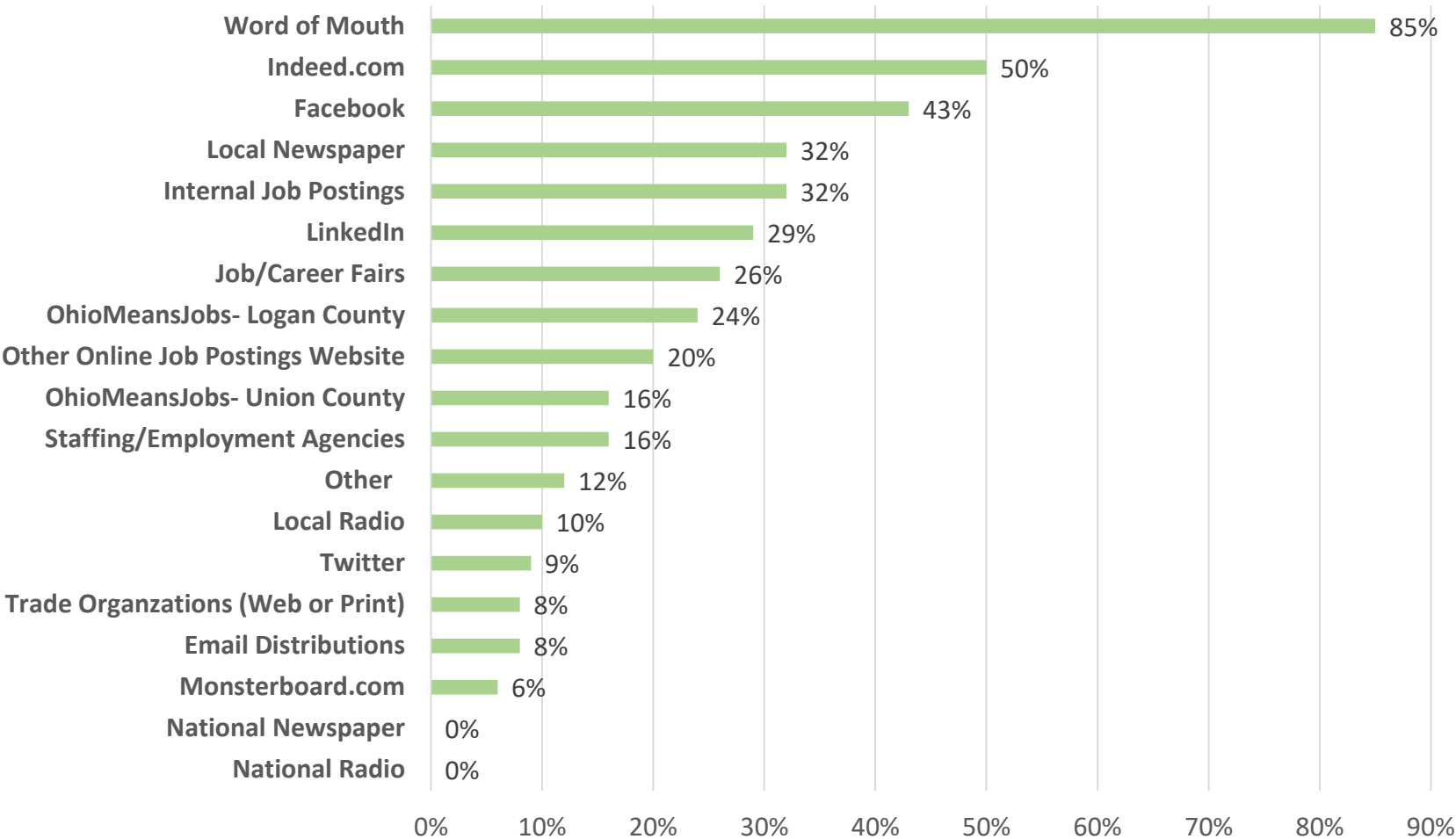
# Key Findings

- Word of mouth was ranked as the most effective recruitment method by reporting organizations
- Finding qualified candidates was noted as the greatest workforce concern of respondents through multiple choice, ranking and open ended workforce concern questions
- An inability to compete with the pay/benefits both inside and outside of the bi-county area was most commonly cited workforce retention barrier
- Work ethic was the most commonly reported skill (24%) lacking in the local workforce
- The majority of respondents (84%) do not engage in any efforts to hire outside of the Central Ohio area
- The majority of reporting organizations (63%) do not hire felons
- The majority of reporting organizations (53%) do not hire minors
- The most likely organizations to hire minors were from the Health Care and Social Assistance industry
- Of the 38% of respondents that utilize institutional partnerships, Tolles Tech and Hi-Point Career Center were the most commonly cited institutions



# Recruitment Resources

What type(s) of resources do you use to recruit potential employees?



## Top 5 Most Effective Recruitment Methods as Ranked by Respondents

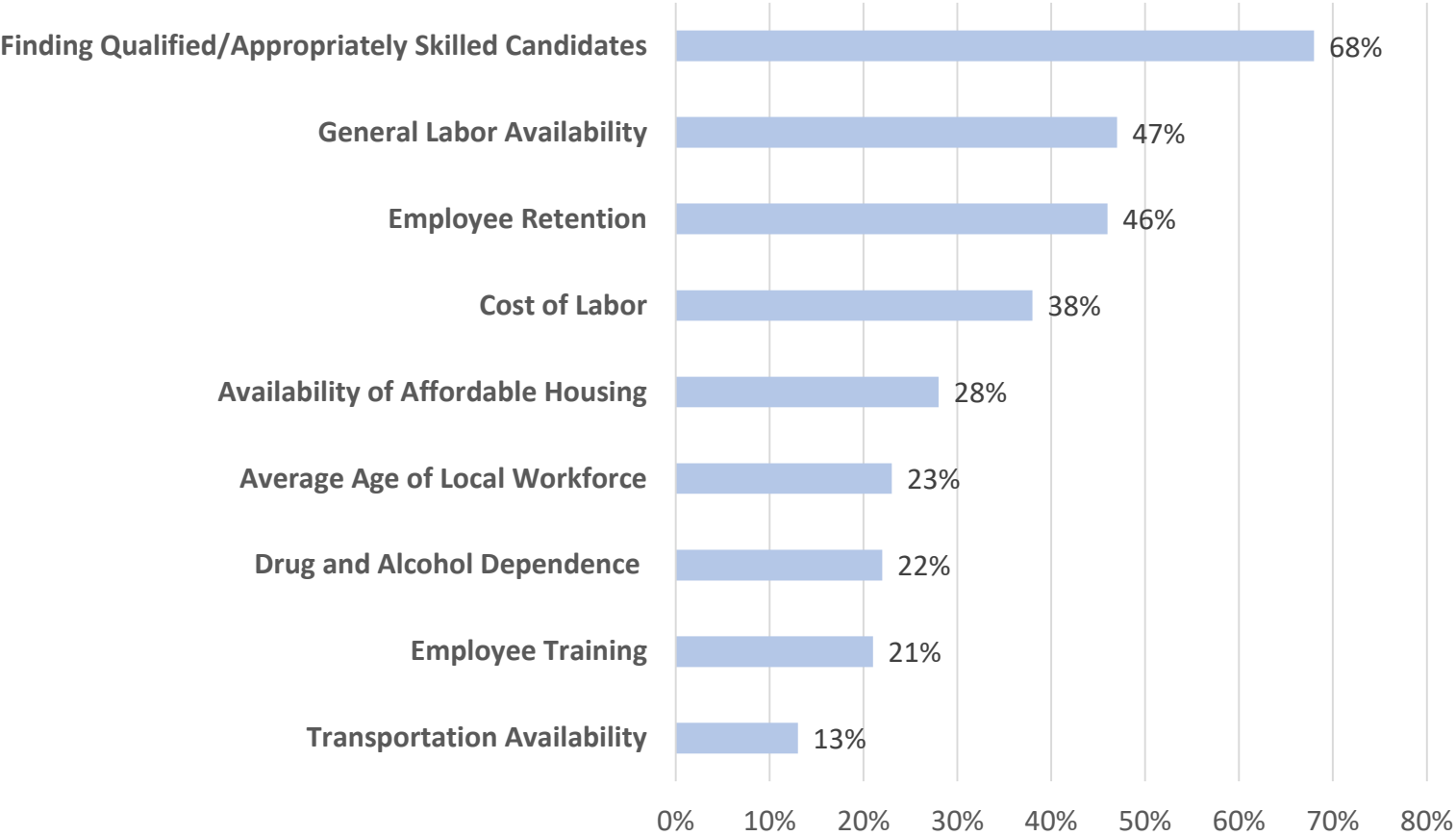
1. Word of Mouth
2. Indeed.com
3. Facebook
4. Internal Job Postings
5. Local Newspaper

Responses: 64 Organizations

Responses: 101 Organizations

# Workforce Concerns

When thinking about the local workforce, would you characterize any of the following issues as a concern for your organization?



Responses: 92 Organizations

## Top 3 Workforce Concerns as Ranked by Respondents

1. Finding Qualified/Appropriately Skilled Candidates
2. General Labor Availability
3. Employee Retention



Responses: 53 Organizations

# Hiring Barriers

In general, has your organization identified any barriers to hiring qualified employees?

## Lack of Qualified Candidates (20%)

The most commonly reported barrier was an inability to find candidates with a specific industry skillset.

“Our industry has strict guidelines for employee qualifications”

“Local industry specific experience”

“Those with necessary professional licensure”

“Skilled Labor for Trade”

“...professionals are hard to find in saturated market”

## Hard to Find People (18%)

Other respondents cited it was hard to find labor period, skilled or otherwise

“Not enough people to hire”

“Finding talent that is willing to commute”

“Lack of interested parties...for weekend help...”

“Not enough applicants seeking employment”

“They don’t apply”

## Wages Too Low (6%)

Respondents in this category cited their low wages as a barrier

“Starting wages”

“Not enough money to offer”

“Low pay”

“Can’t compete with factory wages”

## Competition (5%)

Respondents in this category cited competition with other companies or other factors as their primary barrier

“Unemployment checks”

“Competition from other firms”

“Competition”

## Miscellaneous (2%)

The remaining respondents cited barriers that could not be categorized

“Timing”

“Insurance”

“We only attract the unemployed”

This question was posed as an open-ended question to respondents. The majority of respondents (38%) could not identify any barriers to hiring qualified employees. An additional 7 respondents (11%) indicated that they felt there were barriers to hiring qualified employees but did not describe the barriers. The remaining answers were separated into the categories listed above with some or all of the responses listed below each corresponding category.

Responses: 66 Organizations

# Retention Barriers

In general, has your organization identified any barriers to retaining qualified employees?

## Pay/Benefits (29%)

The most commonly reported barrier was the pay and/ or benefits offered by the organization.

“Industry pay is low...”

“Increasing wages in area applies pressure”

“...employees can go to Dublin area and make more”

“Expectation of pay rate with lack of experience in the field”

“...benefits”

“Keeping track of moving wage increases”

## Lack of Work Ethic (5%)

Other respondents cited a general lack of work ethic among their current workforce as a barrier

“Don’t want to work/show up for work”

“The unemployed do not want long term employment”

“...people actually wanting to put in the work to get trained and/or actually want to work”

“Longevity is no longer a priority in workforce”

## Competition (3%)

Respondents in this category cited competition from other companies taking employees away, mostly in other markets

“Better pay/opportunities in Columbus Market”

“Driving distance from Columbus or Delaware”

## Difficult Work (3%)

Respondents in this category cited the nature of the work in their specific industry as a barrier

“They won’t stay, difficult work”

“Hard, non glamorous work”

## Miscellaneous (5%)

The remaining respondents cited a wide array of barriers that could not be categorized

“Many are too drug involved. Unstable lives as well”

“Limited federal funding”

“COVID-19...”

“...lack of empathy to change”

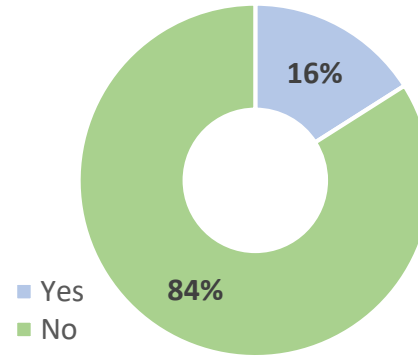
“Education level”

This question was posed as an open-ended question to respondents. The majority of respondents (46%) could not identify any barriers to retaining qualified employees. An additional 6 respondents (9%) indicated that they felt there were barriers to retaining qualified employees but did not elaborate. The remaining answers were separated into the categories listed above with some or all of the responses listed below each corresponding category. Pay/Benefits was the only definitive answer provided.

# Talent Attraction

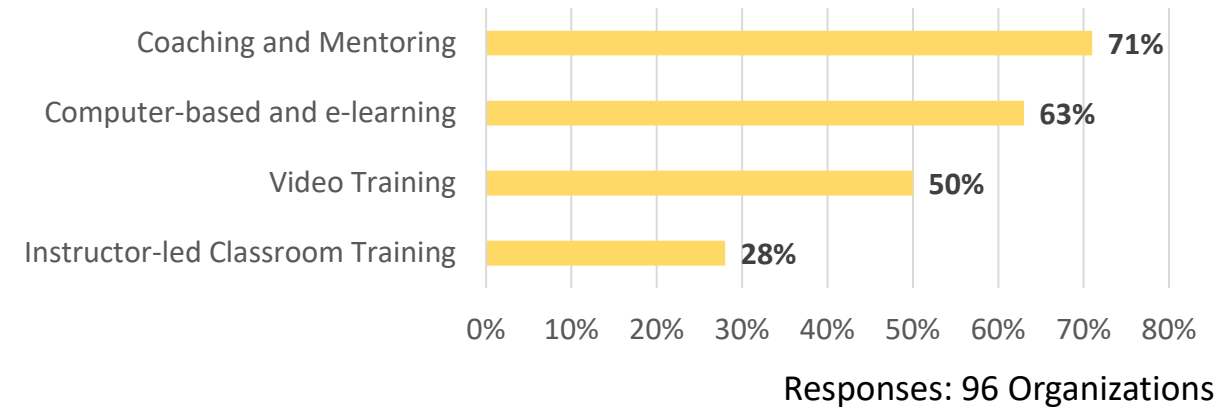
Are you engaged in activities to hire employees from outside the Central Ohio Area?

The types of recruitment activities outside the Central Ohio Area cited by respondents are national or statewide job postings on a variety of general and industry specific online job boards or industry specific direct recruitment of recent Ohio college graduates. Some organizations noted that their higher paying, degree-specific positions were professionally recruited nationwide. One organization noted they hire remote workers without limitations on place.

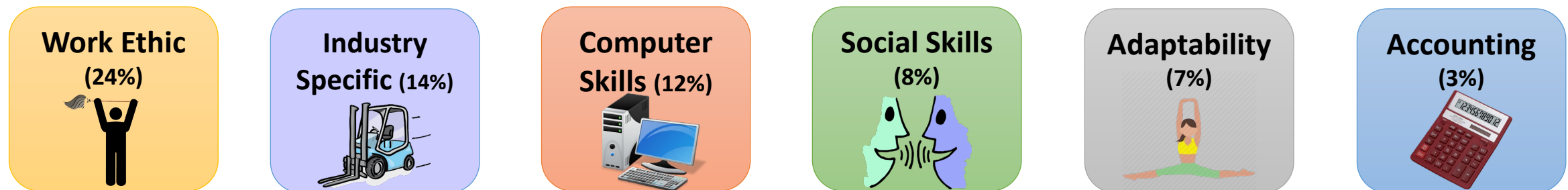


Responses: 93 Organizations

Which of the following resources do you use to meet your training needs?



When thinking about current and former employees over the past 12 months, what specific skills (soft or technical/industry specific) would you characterize as lacking?

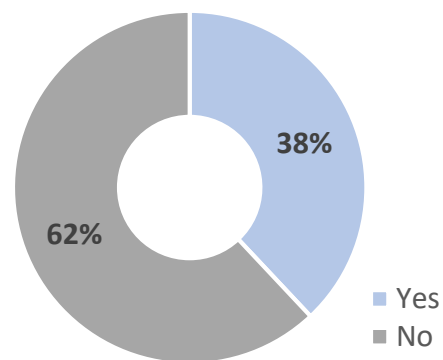


The top 6 lacking skills and the percentage of respondents who listed each are printed above. 22% of respondents did not feel that any skills were lacking.



# Talent Attraction and Training

As part of your talent attraction efforts, do you utilize any partnerships with K-12, career tech or higher educational institutions?

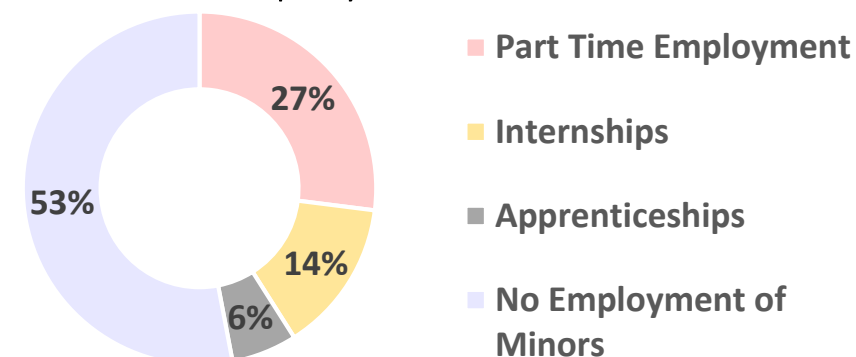


Responses: 93 Organizations

## Institutional Partnerships Cited

Tolles Tech	Marysville ECHS	Hi-Point Career Center	
BGSU	Terra Tech	Ohio State University	Owens Tech
4H & FFA	Marysville High School	Kent State	ODE
ONU	Indian Lake Schools	Otterbein	DECA

Does your organization allow for the employment of minors?



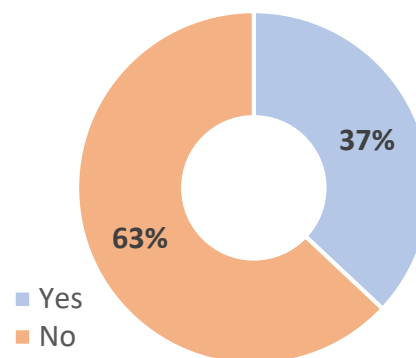
Respondents from the Health Care and Social Assistance industry were the most likely to allow for the employment of minors, mostly part time.

Responses: 95 Organizations

Does your organization allow for the employment of felons?

Organizations that indicated they hire felons noted it was on a case-by-case basis dependent on a successful interview and background check. Many organizations cited length of time since the felony and the seriousness of the felony as primary determining factors. Some organizations noted that applicants with serious violent/sexual felonious records were not considered for employment.

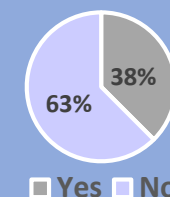
Responses: 90 Organizations



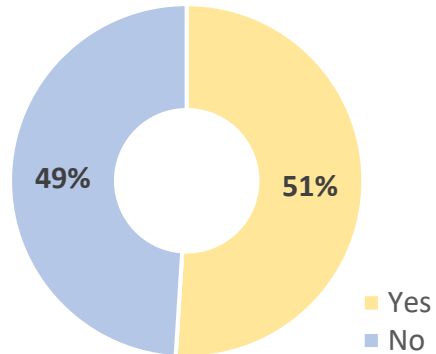
Did you find the high school internship to add utility to your organization?

Respondents cited student schedules, legal constraints regarding minors and the type of work an organization performs, and a lack of work ethic as the reasons an internship did not add utility to their organization.

Responses: 8 Organizations



As part of your training program, do you require your employees to obtain any certifications?



Responses: 92 Organizations

The specific certification requirements required by organizations as cited by respondents varies widely.

Most are industry specific such as food safety certifications for restaurants or specific software certifications for accountants, for example. Certifications to drive a fork lift, become a notary public, and obtaining a commercial drivers license were each noted by more than one responding organization.

## Have you had any trouble accessing training resources?

- 74 respondents (88%) cited they had no trouble accessing training resources
- 7 respondents noted they had challenges funding resources, citing limited funds for the size of their organization but also noted they did limited on-boarding activities because of the small size of their organization
- 6 respondents noted they had challenges identifying resources, citing issues with locating training space, finding the time to identify necessary materials, and challenges with in-person training due to COVID-19

Responses: 84 Organizations

Which of the following training programs/focus areas do you utilize?

Training Program/Focus Area	# of Organizations
Compliance and Ethics Training	47
Continuity of Operations Planning	19
Diversity and Inclusion Training	26
Customer Service Training	45
Leave of Absence Training	7
Mental health First Aid and Crisis Prevention	22
Non-Discrimination Training	30
Performance Management Training	28
Safety Training (Hazmat/PPE)	48
Sexual Harassment Training	36
Whistleblower Training	15
Substance Abuse Training	22
Workplace Violence Training	0
Other	6

Responses: 93 Organizations

# Appendix

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- Introduction and Methodology Full Language
- All Key Findings
- Wages by Position
- Reported Insurance Rates and Employee/Employer Contributions by Plan Type
- Reported Dental Insurance Rates and Employer/Employee Contributions
- Reported Vision Insurance Rates and Employer/Employee Contributions
- Reported Sick Days by Length of Employment
- Reported Vacation Days by Length of Employment
- Reported Paid Time Off Days by Length of Employment
- Reported Employee and Employer Retirement Contributions
- Bi-County Wage and Benefit Survey RFP including Scope of Work
- Hard Copy of Survey





## Introduction and Methodology Full Language

In January 2021, the Union County-Marysville Economic Development Partnership, in partnership with the Logan County Chamber of Commerce and the respective Logan and Union Counties OhioMeansJobs Job and Family Services Offices, (hereinafter collectively referred to as “bi-county clients”) contracted the Center for Regional Development (CRD) at Bowling Green State University (BGSU) to conduct a Wage, Benefit, and Training Survey of businesses across all industry sectors in Union and Logan Counties, Ohio and craft a final report based on those survey results. The purpose of the survey’s final report is to help guide local economic development and workforce training and attraction activities within the bi-county region. The final report will also be made available on the bi-county clients’ websites for review by the general public. Private industry can use the final report to augment other wage and benefit materials to ensure their wage and benefit offerings are regionally competitive.

Based on the contracted scope of work and subsequent discussions with the bi-county clients, CRD staff created a survey using Qualtrics’ online survey software. The survey was approved by the bi-county clients and CRD distributed it to 905 organizations throughout Logan and Union Counties via e-mail, based on a distribution list provided to CRD by the bi-county clients. The survey remained open to potential respondents for a six week period, ending March 15, 2021. Respondents were guaranteed confidentiality as part of their agreement to take the survey. Participation in the survey was voluntary and no incentives were provided to encourage participation. Respondents were asked a variety of questions in four primary content areas: General Organizational Information, Wages, Benefits, and Training and Talent Attraction. Respondents were able to skip questions if there was a question they did not care to answer. Respondents were able to start and stop the survey at their leisure.

A total of 159 organizations responded to the survey with the number of organizations responding to survey questions ranging from 8-159 organizations. The response rate for each question or topic is included in this final report. Upon closure of the survey, CRD staff began a thorough review and cleaning of all data submitted through the survey using Qualtrics Reports, Microsoft Excel, and industry standard qualitative analyses methods. The data was cleansed for missing data and clear data entry errors. The cleansed data was then analyzed and where possible, displayed

graphically throughout the final report using Microsoft PowerPoint. The final report was shared three times with the bi-county clients, as required in the scope of work, to allow for any requests for further analysis and to ensure the final report met the needs of the bi-county clients.

Respondents were asked to list applicable wage information of approximately 150 different positions across the office, industry, restaurant, hospitality and retail sectors. The reported salaried wages were converted to hourly wages in an effort to both help protect the confidentiality of respondents and to allow for the most reliable wage data in the cleanest reporting method possible. Salaried wage data was converted to hourly assuming a 40 hour work week and 52 week work year. In some cases, wage data was not sufficient enough to provide a representative sample however, that wage data still represents wages paid in Union and Logan Counties and CRD staff felt it was important to still report the wage data but noted it was insufficient to form a representative sample. Wage data response rates were not included in an effort to protect respondent confidentiality however, the appendix contains a color coded system to help guide readers with an understanding of the weight that should be given to the wage information for each position, with medium and high response rates providing the highest quality data and low response rates indicating there was not enough data to provide a representative sample.

The data contained herein accurately reflects the data provided by the responding organizations and is a useful tool in assessing the wages, benefits, and training and talent attraction information within Logan and Union Counties, Ohio however, the results should not be generalized to all organizations throughout the entire bi-county region. In some cases, information was redacted to protect the confidentiality of the responding organizations. In other cases, information was combined to protect confidentiality, such as with the reporting of respondent industry classification codes. Rounded numbers throughout the report may create scenarios where total percentages exceed 100%. The wide ranging number of responses across all questions should be noted when reading the results contained herein. The different response rates sometimes result in inconsistencies in the data such as an average wage rate exceeding the reported maximum wage rate for a given position.

## All Key Findings

- 48% of respondents are located in Logan County and 42% are located in Union County
- Respondents self reported industry classification spanning 19 different NAICS Codes
- 70% of respondents employ less than 50 individuals
- Respondents indicated expected increases in employment levels (46%), payroll amounts (70%), year-over-year sales (65%) and starting wages (49%) through 2021
- Wage responses were provided for 108 different positions
- The majority of wage reporting was in the office and industry position classifications
- Overtime pay at 1.5x base pay was reported by a majority of respondents (94%)
- The most common type of bonus pay reported was through profit sharing
- 42% of respondents do not provide health insurance to their employees and over half of respondents do not provide dental or vision insurance with companies with less than 10 employees the most likely to not offer health benefits
- New Year's Day was the only holiday reported as a paid holiday off by 100% of respondents
- Overall, salaried workers of reporting organizations receive more vacation days, sick days, and/or total paid time off days through all stages of employment length
- 401(k) retirement plans were the most commonly reported retirement plan (36.54%) by responding organizations followed by no retirement plan offered (30.77%)
- The most commonly reported type of other benefit offered by reporting organizations was tuition reimbursement (41%), followed by flexible scheduling (39%), and cell phone reimbursements (36%)
- Word of mouth was the most commonly reported effective recruitment method by reporting organizations
- Finding qualified candidates was noted as the greatest workforce concern of respondents through multiple choice, ranking and open ended workforce concern questions
- An inability to compete with the pay/benefits both inside and outside of the bi-county area was most commonly cited workforce retention barrier
- Work ethic was the most commonly reported skill (24%) lacking in the local workforce
- The majority of respondents (84%) do not engage in any efforts to hire outside of the Central Ohio area
- The majority of reporting organizations (63%) do not hire felons
- The majority of reporting organizations (53%) do not hire minors
- The most likely organizations to hire minors were from the Health Care and Social Assistance industry
- Of the 38% of respondents that utilize institutional partnerships, Tolles Tech and Hi-Point Career Center were the most commonly cited institutions



## Wages by Position

The wages for each position have been split into three categories- low, medium, and high- based on response rates. This was done to help protect the confidentiality of the reporting organizations while also allowing for the reporting of the maximum amount of information provided by respondents in the survey. Additionally, ranking the positions helps guide readers as to the amount of weight that should be given to the wages listed in various positions. While low response rates are not enough to form a representative sample size, they still represent wages reported from within Logan and Union Counties but should simply be considered in context. Medium and high response rates formed a representative sample with high response rates representing the strongest reported wage information.

Legend
Low Response Rate
Medium Response Rate
High Response Rate

### Office Wages

Position	Category	Mean
Accountant	Average Actual Wage	27.80
	Starting Wage	20.98
	Max Wage	33.82
Accounting Clerk	Average Actual Wage	20.05
	Starting Wage	17.66
	Max Wage	24.66
Administrative Assistant	Average Actual Wage	17.66
	Starting Wage	14.99
	Max Wage	23.04
Assistant Manager	Average Actual Wage	20.05
	Starting Wage	17.39
	Max Wage	25.20
Customer Service Manager	Average Actual Wage	24.66
	Starting Wage	19.72
	Max Wage	30.97

### Office Wages Continued

Position	Category	Mean
Customer Service Specialist	Average Actual Wage	17.97
	Starting Wage	15.11
	Max Wage	22.57
Data Entry Specialist	Average Actual Wage	13.75
	Starting Wage	13.5
	Max Wage	20
Executive Assistant	Average Actual Wage	26.92
	Starting Wage	22.55
	Max Wage	31.46
Facilities Manager	Average Actual Wage	26.90
	Starting Wage	21.22
	Max Wage	32.36
General Office Assistant	Average Actual Wage	20.13
	Starting Wage	15.35
	Max Wage	21.78

### Office Wages Continued

Position	Category	Mean
HR Director	Average Actual Wage	39.36
	Starting Wage	35.19
	Max Wage	50.62
HR Manager	Average Actual Wage	25.66
	Starting Wage	20.94
	Max Wage	34.62
HR Generalist	Average Actual Wage	24.58
	Starting Wage	20.40
	Max Wage	27.91
IT Director	Average Actual Wage	40.70
	Starting Wage	33.07
	Max Wage	49.83
General Manager	Average Actual Wage	39.40
	Starting Wage	26.90
	Max Wage	41.05

## Office Wages Continued

Position	Category	Mean
Logistics Coordinator	Average Actual Wage	33.70
	Starting Wage	25.70
	Max Wage	36.63
Marketing Manager	Average Actual Wage	23.18
	Starting Wage	18.61
	Max Wage	28.70
Medical Biller	Average Actual Wage	19.54
	Starting Wage	13.75
	Max Wage	20.63
Medical Record Clerk	Average Actual Wage	14.53
	Starting Wage	13.61
	Max Wage	20.99
Network Administrator	Average Actual Wage	24.66
	Starting Wage	20.80
	Max Wage	31.67
Office Manager	Average Actual Wage	20.21
	Starting Wage	15.80
	Max Wage	22.28
Operations Manager	Average Actual Wage	26.89
	Starting Wage	21.45
	Max Wage	31.52
Patient Registration	Average Actual Wage	14.12
	Starting Wage	11.44
	Max Wage	18.51
Payroll Clerk	Average Actual Wage	21.43
	Starting Wage	19.10
	Max Wage	23.35

## Office Wages Continued

Position	Category	Mean
Project Coordinator	Average Actual Wage	51.59
	Starting Wage	49.48
	Max Wage	53.91
Project Manager	Average Actual Wage	27.33
	Starting Wage	25.30
	Max Wage	27.16
Programmer	Average Actual Wage	13.46
	Starting Wage	25.48
	Max Wage	37.50
Purchasing Manager	Average Actual Wage	42.67
	Starting Wage	36.03
	Max Wage	64.51
Receptionist	Average Actual Wage	15.97
	Starting Wage	12.68
	Max Wage	17.49
Sales Manager	Average Actual Wage	42.06
	Starting Wage	36.44
	Max Wage	54.44
Systems Analyst	Average Actual Wage	27.81
	Starting Wage	24.69
	Max Wage	31.08

## Industry Wages

Position	Category	Mean
Assembler	Average Actual Wage	15.76
	Starting Wage	14.02
	Max Wage	16.97
Assembly Packer	Average Actual Wage	17.07
	Starting Wage	15.25
	Max Wage	17.57
Buyer	Average Actual Wage	23.43
	Starting Wage	18.19
	Max Wage	24.77
CAD Designer/Drafter	Average Actual Wage	34.57
	Starting Wage	30.26
	Max Wage	-
Chemical Engineer	Average Actual Wage	45.67
	Starting Wage	38.24
	Max Wage	66.28
Civil Engineer	Average Actual Wage	40.87
	Starting Wage	38.46
	Max Wage	57.69
CNC Machinist	Average Actual Wage	0.00
	Starting Wage	17.79
	Max Wage	23.56
Design Engineer	Average Actual Wage	36.00
	Starting Wage	30.73
	Max Wage	44.18
Driver	Average Actual Wage	18.28
	Starting Wage	16.31
	Max Wage	20.59

# Appendix

## Industry Wages Continued

Position	Category	Mean
<b>Electrical Engineer</b>	Average Actual Wage	39.74
	Starting Wage	33.47
	Max Wage	53.36
<b>Electrician</b>	Average Actual Wage	28
	Starting Wage	28
	Max Wage	28
<b>Engineering Technician</b>	Average Actual Wage	18.98
	Starting Wage	16.98
	Max Wage	20.97
<b>Field Technician</b>	Average Actual Wage	28.81
	Starting Wage	20.24
	Max Wage	33.99
<b>Floor Assembly Supervisor</b>	Average Actual Wage	17.9
	Starting Wage	17.22
	Max Wage	
<b>Fork Lift Operator</b>	Average Actual Wage	17.62
	Starting Wage	15.36
	Max Wage	18.09
<b>General Labor (Production)</b>	Average Actual Wage	14.98
	Starting Wage	12.67
	Max Wage	17.02
<b>HVAC Technician</b>	Average Actual Wage	18
	Starting Wage	14
	Max Wage	19
<b>Inspector</b>	Average Actual Wage	26.5
	Starting Wage	16.5
	Max Wage	22.39

## Industry Wages Continued

Position	Category	Mean
<b>Janitor</b>	Average Actual Wage	13.72
	Starting Wage	12.26
	Max Wage	17.44
<b>Lab Technician</b>	Average Actual Wage	23.07
	Starting Wage	20.66
	Max Wage	30.50
<b>Light Assembler</b>	Average Actual Wage	10
	Starting Wage	12.75
	Max Wage	15.58
<b>Machine Operator</b>	Average Actual Wage	20.69
	Starting Wage	14.75
	Max Wage	22.63
<b>Maintenance Mechanic</b>	Average Actual Wage	25
	Starting Wage	16
	Max Wage	40
<b>Maintenance Worker</b>	Average Actual Wage	21.28
	Starting Wage	17.63
	Max Wage	20.88
<b>Manufacturing Engineer</b>	Average Actual Wage	39.01
	Starting Wage	31.59
	Max Wage	48.42
<b>Material Expeditor</b>	Average Actual Wage	13.5
	Starting Wage	12
	Max Wage	16.75
<b>Material Handler</b>	Average Actual Wage	15.62
	Starting Wage	14.16
	Max Wage	17.25

## Industry Wages Continued

Position	Category	Mean
<b>Materials Engineer</b>	Average Actual Wage	39.90
	Starting Wage	33.75
	Max Wage	44.38
<b>Mechanical Engineer</b>	Average Actual Wage	35.43
	Starting Wage	30.25
	Max Wage	27.66
<b>Order Picker/Processor</b>	Average Actual Wage	
	Starting Wage	13.75
	Max Wage	16.33
<b>Packing Machine Operator</b>	Average Actual Wage	
	Starting Wage	15.5
	Max Wage	17.16
<b>Planner</b>	Average Actual Wage	27.74
	Starting Wage	22.67
	Max Wage	30.09
<b>Plant Manager</b>	Average Actual Wage	75.62
	Starting Wage	40.02
	Max Wage	70.72
<b>PLC Technician</b>	Average Actual Wage	
	Starting Wage	17.19
	Max Wage	19.25
<b>Press Operator</b>	Average Actual Wage	16.19
	Starting Wage	15.45
	Max Wage	16.07
<b>Process Engineer</b>	Average Actual Wage	36.00
	Starting Wage	27.28
	Max Wage	45.12

## Industry Wages Continued

Position	Category	Mean
Production Manager	Average Actual Wage	28.08
	Starting Wage	22.85
	Max Wage	31.93
Project Engineer	Average Actual Wage	59.04
	Starting Wage	54.12
	Max Wage	68.14
QA Inspector	Average Actual Wage	20.85
	Starting Wage	17.15
	Max Wage	25.41
QA Manager	Average Actual Wage	47.64
	Starting Wage	39.88
	Max Wage	58.96
Quality Engineer	Average Actual Wage	35.65
	Starting Wage	29.77
	Max Wage	47.80
Scheduler	Average Actual Wage	28.33
	Starting Wage	23.08
	Max Wage	33.30
Security	Average Actual Wage	15
	Starting Wage	11
	Max Wage	25
Shipping/Receiving Clerk	Average Actual Wage	17.96
	Starting Wage	16.13
	Max Wage	18.9
Systems Engineer	Average Actual Wage	0.00
	Starting Wage	29.81
	Max Wage	38.46

## Industry Wages Continued

Position	Category	Mean
Tool and Die Maker	Average Actual Wage	24.02
	Starting Wage	20
	Max Wage	
Warehouse Assistant	Average Actual Wage	19.77
	Starting Wage	16.75
	Max Wage	26.78
Warehouse Manager	Average Actual Wage	28.61
	Starting Wage	23.40
	Max Wage	33.92
Warehouse Worker	Average Actual Wage	17.64
	Starting Wage	13.85
	Max Wage	16.98

## Retail Wages

Position	Category	Mean
Assistant Store Manager	Average Actual Wage	23.84
	Starting Wage	16.24
	Max Wage	30.30
Cashier	Average Actual Wage	
	Starting Wage	14
	Max Wage	15
Controller	Average Actual Wage	51.50
	Starting Wage	39.04
	Max Wage	57.94
Customer Service Representative	Average Actual Wage	16.82
	Starting Wage	14.41
	Max Wage	20.52
Department Manager	Average Actual Wage	31.25
	Starting Wage	31.25
	Max Wage	40.87
Human Resources Manager	Average Actual Wage	26.86
	Starting Wage	17.22
	Max Wage	26.34
Maintenance	Average Actual Wage	26.47
	Starting Wage	21.63
	Max Wage	32.69
Sales Associate	Average Actual Wage	21.22
	Starting Wage	13.33
	Max Wage	33.36
Store Manager	Average Actual Wage	23.08
	Starting Wage	20.63
	Max Wage	31.04

# Appendix

## Hospitality Wages

Position	Category	Mean
Front Desk Clerk	Average Actual Wage	10.75
	Starting Wage	10.75
	Max Wage	15
Front Desk Manager	Average Actual Wage	12.25
	Starting Wage	12.25
	Max Wage	15.5
Guest Room Attendant	Average Actual Wage	10
	Starting Wage	10
	Max Wage	12
Housekeeping Supervisor	Average Actual Wage	16.72
	Starting Wage	16.25
	Max Wage	19.04
Laundry Worker	Average Actual Wage	12.55
	Starting Wage	9.75
	Max Wage	12.55
Night Auditor	Average Actual Wage	11
	Starting Wage	10.5
	Max Wage	15
Salesperson	Average Actual Wage	19.5
	Starting Wage	24.04
	Max Wage	48.08
Director of Sales	Average Actual Wage	26.44
	Starting Wage	24.04
	Max Wage	26.44

## Restaurant Wages

Position	Category	Mean
Barista	Average Actual Wage	
	Starting Wage	9.00
	Max Wage	10.00
Bartender	Average Actual Wage	7.80
	Starting Wage	7.30
	Max Wage	8.17
Busser	Average Actual Wage	9.08
	Starting Wage	8.9
	Max Wage	9.4
Dishwasher	Average Actual Wage	10.05
	Starting Wage	9.83
	Max Wage	11.7
Food Server	Average Actual Wage	11.83
	Starting Wage	9.74
	Max Wage	15.51
Head Chef	Average Actual Wage	20.19
	Starting Wage	14.66
	Max Wage	
Host/Hostess	Average Actual Wage	8.87
	Starting Wage	8.9
	Max Wage	9.4
Cook (Line, Prep, Pizza, Baker)	Average Actual Wage	12.25
	Starting Wage	10.94
	Max Wage	14.38
Restaurant Manager	Average Actual Wage	20.92
	Starting Wage	17.32
	Max Wage	17.00
Restaurant Management Support	Average Actual Wage	15.94
	Starting Wage	14.12
	Max Wage	19.7

## Restaurant Wages Continued

Position	Category	Mean
Waiter/Waitress	Average Actual Wage	4.52
	Starting Wage	4.4
	Max Wage	4.4

## Unreported Positions

### Office

Mail Assistant  
Medical Coder  
Medical Collection Specialist  
Medical Transcriptionist

### Restaurant

Assistant Manager, Fast Food  
Banquet Captain  
Fast Food Worker  
Manager, Fast Food  
Pizza Cook  
Sous Chef

### Hospitality

Laundry Worker

### Retail

Display Coordinator  
Greeter  
Loss Prevention  
Merchandise Processing  
Merchandise  
Receiver  
Stocker

### Industry

Composite Engineer  
Contract Administrator  
Controls Engineer  
Electrical Substation Designer  
Engineering Technician  
Environmental Engineer  
Expeditor  
Firmware Engineer  
Floor Assembler  
Forklift Operator  
In line QA Engineer  
Instrumentation Engineer  
Instrumentation Technician  
Machinist  
Metallurgical Engineer  
Nuclear Engineer  
Project Engineer  
Sheet Metal Mechanic  
Software Engineer  
Structural Design Engineer  
Tool & Die Maker  
Tool Design Engineer



## Reported Insurance Rates and Employee/Employer Contributions by Plan Type

### Preferred Provider Organization

	Individual Annual Premium	Individual Employer %	Individual Employee %	Individual 2021 Deductible	Individual Co-Insurance %	Individual Out-of-Pocket Max
Responses	22	25	25	23	21	23
Mean	\$6,787.60	78.20%	21.80%	\$2,295.65	19.29%	\$4,250
Range	\$12,558.68	50%	50%	\$6,200	80%	\$7,000
	Family Annual Premium	Family Employer %	Family Employee %	Family 2021 Deductible	Family Co-Insurance %	Family Out-of-Pocket Max
Responses	22	24	24	23	21	23
Mean	\$17,789.21	77.31%	22.69%	\$4,080.43	20.71%	\$7,773.91
Range	\$24,877.96	72.6%	72.6%	\$14,000	80%	\$16,300

### Health Maintenance Organization

	Individual Annual Premium	Individual Employer %	Individual Employee %	Individual 2021 Deductible	Individual Co-Insurance %	Individual Out-of-Pocket Max
Responses	2	2	2	2	2	2
Mean	\$9,410.00	71.33%	28.67%	REDACTED	-	REDACTED
Range	REDACTED	REDACTED	REDACTED	REDACTED	-	REDACTED
	Family Annual Premium	Family Employer %	Family Employee %	Family 2021 Deductible	Family Co-Insurance %	Family Out-of-Pocket Max
Responses	2	2	2	2	2	2
Mean	\$20,730.78	70.33%	29.67%	REDACTED	-	REDACTED
Range	REDACTED	REDACTED	REDACTED	REDACTED	-	REDACTED

## High Deductible Health Plan

	Individual Annual Premium	Individual Employer %	Individual Employee %	Individual 2021 Deductible	Individual Co-Insurance %	Individual Out-of-Pocket Max
Responses	19	19	19	18	13	17
Mean	\$6,762.79	82.53%	17.47%	\$3,488.89	28.08%	\$5,741.18
Range	\$8,239	50%	50%	\$4,000	100%	\$9,200
	Family Annual Premium	Family Employer %	Family Employee %	Family 2021 Deductible	Family Co-Insurance %	Family Out-of-Pocket Max
Responses	19	19	19	18	13	17
Mean	\$14,951.52	73.10%	26.90%	\$6,911.11	28.08%	\$10,329.41
Range	\$26,153	77%	77%	\$9,800	100%	\$15,000

## Reported Dental Insurance Rates and Employer/Employee Contributions

	Individual Annual Premiums	Family Annual Premiums	Individual Employer %	Individual Employee %	Family Employer %	Family Employee %
Responses	28	25	30	30	29	29
Mean	\$443.91	\$1,326.45	64%	36%	58%	42%
Range	\$921.12	\$2,158.80	100%	100%	100%	100%

## Reported Vision Insurance Rates and Employer/Employee Contributions

	Individual Annual Premiums	Family Annual Premiums	Individual Employer %	Individual Employee %	Family Employer %	Family Employee %
Responses	27	28	32	32	33	33
Mean	\$146.14	\$445.46	41%	59%	38%	62%
Range	\$452.00	\$2,452.00	100%	100%	100%	100%

## Reported Sick Days by Length of Employment

Salaried	Less than 1 Year	1-2 Years	3-5 years	6-10 years	10+ Years
Responses	34	32	32	32	30
Mean	7	9	9	10	10
Range	15	13	13	26	26
Hourly	Less than 1 Year	1-2 Years	3-5 years	6-10 years	10+ Years
Responses	36	33	34	31	32
Mean	7	8	9	9	9
Range	15	13	13	26	26

## Reported Vacation Days by Length of Employment

<b>Salaried</b>	<b>Less than 1 Year</b>	<b>1-2 Years</b>	<b>3-5 years</b>	<b>6-10 years</b>	<b>10+ Years</b>
<b>Responses</b>	57	56	56	55	53
<b>Mean</b>	6	10	13	16	19
<b>Range</b>	28	27	25	29	35
<b>Hourly</b>	<b>Less than 1 Year</b>	<b>1-2 Years</b>	<b>3-5 years</b>	<b>6-10 years</b>	<b>10+ Years</b>
<b>Responses</b>	56	55	56	55	53
<b>Mean</b>	5	9	12	14	17
<b>Range</b>	15	14	17	25	32

## Reported Paid Time Off Days by Length of Employment

<b>Salaried</b>	<b>Less than 1 Year</b>	<b>1-2 Years</b>	<b>3-5 years</b>	<b>6-10 years</b>	<b>10+ Years</b>
<b>Responses</b>	26	26	26	26	26
<b>Mean</b>	7	9	9	10	10
<b>Range</b>	19	14	14	20	26
<b>Hourly</b>	<b>Less than 1 Year</b>	<b>1-2 Years</b>	<b>3-5 years</b>	<b>6-10 years</b>	<b>10+ Years</b>
<b>Responses</b>	24	24	24	24	24
<b>Mean</b>	7	8	9	9	9
<b>Range</b>	19	14	14	20	26

## Reported Employee and Employer Retirement Contributions

	Employee 401k %	Employer 401k %	Pension Employee %	Pension Employer %	IRA Employee %	IRA Employer %	Roth IRA Employee %	Roth IRA Employer %	403b Employee %	403b Employer %
Responses	28	28	9	11	7	7	3	3	3	3
Mean	5%	4%	9%	15%	4%	3%	5%	2%	4%	4%
Range	13%	10%	13%	20%	5%	0%	4%	4%	2%	8%



## **REQUEST FOR PROPOSAL FOR WORKFORCE DEVELOPMENT SURVEY**

The Union County-Marysville Economic Development Partnership (EDP) is seeking proposals from consultants experienced in conducting comprehensive wage, benefit, and training surveys. Services needed include the development and design of an electronic (online) survey questionnaire, collection of survey responses, and a compilation of results into a comprehensive report of findings and recommendations. The project is expected to begin in January 2021 and is to be completed by March 31, 2021.

### **SCOPE OF WORK:**

The services to be provided, at a minimum, shall include:

- Develop an electronic (online) survey questionnaire to consist of:

#### **Employer Trends**

- Trends and forecasts for hiring/employment, payroll, and sales

#### **Wages & Benefits**

- Approximately 100 positions with brief descriptions to be provided by EDP
- Starting base wage, average base wage of current staff, and maximum wage
- Years to attain maximum wage
- Additional incentive pay, such as longevity or shift differential
- Paid time off benefits, such as holiday, sick, vacation, bereavement, and personal leave
- Retirement plan types and contributions
- Health insurance benefits
  - Company insurance premium contribution
  - Employee insurance premium contribution
  - Medical Deductible, Co-Pay, and Out-Of-Pocket Maximum
- Other benefits such as childcare, education reimbursement, remote working options, etc.

#### **Training & Talent Needs**

- Barriers to hiring
- Resources used to recruit candidates
- Specific skills (soft or technical/industry specific) that are lacking in the workforce
- Resources used to meet training needs
- General workforce concerns, including
  - Aging workforce
  - Cost of labor
  - Employee retention
  - Employee training
  - Extended unemployment benefits
  - Housing/cost of living
  - Qualified candidates
  - Regulatory costs
  - Transportation
- Involvement with K-12, career-tech, and higher education
- Use of non-traditional certificate programs and credentials
- Need for employment-related assistance
  - Hiring
  - Internships
  - Networking among industry peers
  - Staff development and training

- Collect survey responses:
  - Persuade targeted employers to respond to the survey questionnaire
  - Act as the point of contact for survey questions and follow-up
  - Receive survey responses
- Compile results into a comprehensive report that provides a detailed overview of findings and recommendations:
  - Provide a written report that includes:
    - the survey methodology
    - the survey results for each position
    - summary of training and talent needs
- Allow a minimum of two (2) edit processes
- Provide a final report in an editable electronic format (e.g. Word) as well as a PDF that can be used for commercial printing.

**OTHER CONSIDERATIONS:**

1. This project is a joint effort between the Union County-Marysville Economic Development Partnership and the Logan County Chamber of Commerce. As such, businesses operating within Union and Logan Counties will be targeted.
2. The EDP and its partners will be responsible for soliciting responses to the survey.
3. Approximately 1,000 businesses across all sectors will be invited to participate.
4. The anticipated response rate is 10-15%.
5. There will be no incentives offered to complete the survey.
6. Respondents will receive a copy of the final report.

**PROPOSAL CONTENT:**

Proposals should demonstrate that the consultant has the professional capability and availability to satisfactorily and timely complete all tasks as described in the Scope of Work section of this RFP.

Responses should include:

7. Legal name, address, telephone number, and email address
8. Brief overview of experience and qualifications
9. Anticipated availability during the term of the project in order to meet the project deadline
10. Proposed schedule/timeline for activities to be performed
11. Firm cost to complete the project

**RFP SUBMITTAL TERMS:**

The point of contact for this solicitation is:

Jason Stanford  
 Union County-Marysville Economic Development Partnership  
 227 East Fifth Street, Marysville, OH 43040  
 Ph: 937-553-7001  
 Email: jstanford@unioncounty.org (preferred communication)

- Questions about this RFP must be submitted via e-mail by 5:00 PM on Friday, November 13, 2020. No additional project questions will be addressed after this date.
- Proposals must be submitted via email by 9:00 AM on Monday, November 16, 2020.

# Logan and Union County Wage and Benefit Survey

## Survey Flow

Block: Letter (1 Question)

Standard: Informed Consent (5 Questions)

Standard: General Organizational Information and Health Assessment Questions (7 Questions)

Standard: Block 6 (1 Question)

Standard: Wages (27 Questions)

Standard: Block 7 (1 Question)

Standard: Benefits (26 Questions)

Standard: Training and Talent Attraction (17 Questions)

Standard: Final Message (1 Question)

**EndSurvey: Advanced**

Page Break

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Start of Block: Letter

Q95      *Dear Business Representative:*

***We need your help to ensure continued economic success in our region!***

*In early February, as part of our continued regional partnership, the Union County-Marysville Economic Development Partnership and Logan County Chamber of Commerce will seek respondents to a Wage, Benefits, and Training Survey that will be administered by the Center for Regional Development at Bowling Green State University. The survey will be distributed via e-mail to yourself and approximately 1,000 other local business leaders across Logan and Union Counties. Your response is important and will be of great value to the results of the survey.*

*Your responses will be kept confidential at all stages of the survey, including the final report, which will aggregate your responses to ensure continued confidentiality. The report detailing the survey results is expected to be publicly released in early April. Wage and benefit surveys help local communities shape their economic development strategies and are of great value in business retention and attraction activities. Additionally, wage and benefit surveys help private organizations ensure they remain regionally competitive in attracting and retaining a quality workforce. The training portion of the survey will help inform our organizations', as well as our local and state partner organizations, about the training needs of our local business community and help shape targeted talent training, attraction, and retention strategies. If you indicate you would like assistance in any area listed in the survey as it relates to training and talent, we will follow up with you to identify the best way to assist your organization in accomplishing your goals.*

*The more responses we receive, the better the information provided to **all of us** will be. Your participation truly matters!*

*Thank you in advance for your support of this important project and for your continued leadership in our communities.*

*Sincerely,*

*Ben*

*Vollrath*

*Phillips      President*

*County Chamber of Commerce*

*Eric*

*Union County-Marysville EDP*

*Executive Director   Logan*

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End of Block: Letter

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Start of Block: Informed Consent

**Q2 SURVEY SUMMARY:** The Union County-Marysville Economic Development Partnership and Logan County Chamber of Commerce have contracted the Center for Regional Development (CRD) at Bowling Green State University to conduct a joint wage, benefits, and training survey. The CRD is surveying businesses throughout both counties to assess the competitiveness of current wages and benefits offered, identify training and talent attraction challenges and successes, and gauge the health of businesses following economic disruptions

generated by COVID-19.

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**Q3 PARTICIPATION AND CONFIDENTIALITY:** This survey should be filled out by organizational human resources representatives or officers and is estimated to take about 45 minutes to complete. Participants are not required to provide any identifying, personal, or demographic information. You will not be subject to any additional questions or contacts by participating in this survey unless you specifically indicate you would like to be contacted and provide your contact information. The answers gathered in the survey will be compiled and used to generate a document for use in economic and workforce development planning purposes. Your answers will be disassociated from your email address and your identity. You will not be identified as a participant in this survey in any publications or public discussions.

A final report will be emailed to respondents who provide their contact information in the survey. Otherwise, the report will be uploaded to the websites of the Logan County Chamber of Commerce and the Union County-Marysville Economic Development Partnership by Monday, April 12, 2021.

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**Q4 VOLUNTARY NATURE:** Your participation is completely voluntary. You are free to skip questions or discontinue participation at any time. Only the questions that you complete will be recorded. Your decision whether to participate will not affect your relationship with the Union County-Marysville Economic Development Partnership, Logan County Chamber of Commerce, or CRD.

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**Q5 CONTACT INFORMATION:** You may contact BGSU for more information about this study or your participation in it by calling 419-372-8710 or emailing [crd@bgsu.edu](mailto:crd@bgsu.edu).

Thank you for your time!

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**Q6 INFORMED CONSENT TO PARTICIPATE:** Please read the following statement carefully and indicate whether you agree. “I have been informed of the purposes, procedures, risks and benefits of this study. I have been given contact information for someone to address my



questions and concerns should any arise. I have been informed that my participation is completely voluntary. I agree to participate in this survey".

- ☐ Yes, I agree to take the survey (1)
- ☐ No, I do not agree to take the survey (2)

*Skip To: End of Survey If INFORMED CONSENT TO PARTICIPATE: Please read the following statement carefully and indicate wheth... = No, I do not agree to take the survey*

**End of Block: Informed Consent**

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**Start of Block: General Organizational Information and Health Assessment Questions**

**Q98 Please answer all questions as it pertains to your organization's locations in Logan and Union County only.**

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**Q7 In which county is your organization located?**

- ☐ Union County (1)
- ☐ Logan County (2)
- ☐ Both Union and Logan Counties (3)

☐ Other (4) \_\_\_\_\_

-----

Q8 Please indicate which category best describes your organization's primary activity and/or your corresponding 2-digit NAICS industry code:

- ☐ 11. Agriculture, Forestry, Fishing, and Hunting (1)
- ☐ 21. Mining (2)
- ☐ 22. Utilities (3)
- ☐ 23. Construction (4)
- ☐ 31-33. Manufacturing (5)
- ☐ 42. Wholesale Trade (6)
- ☐ 44-45. Retail Trade (7)
- ☐ 48-49. Transportation and Warehousing (8)
- ☐ 51. Information (9)
- ☐ 52. Finance (10)
- ☐ 53. Real Estate Rental and Leasing (11)
- ☐ 54. Professional, Scientific, and Technical Services (12)
- ☐ 55. Management of Companies and Enterprises (13)
- ☐ 56. Administrative and Support and Waste Management and Remediation Services (14)
- ☐ 57. Educational Services (15)
- ☐ 62. Health Care and Social Assistance (16)
- ☐ 71. Arts, Entertainment, and Recreation (17)
- ☐ 72. Accommodation and Food Services (18)
- ☐ 81. Other Services (19)
- ☐ 92. Public Administration (20)

---

Q9 How many people does your organization employ?

- ☐ 1 - 10 (1)
- ☐ 11 - 50 (2)
- ☐ 51 - 99 (3)
- ☐ 100 - 249 (4)
- ☐ 250 - 999 (5)
- ☐ 1,000 or more (6)

---

Q10 Which range best captures your actual or estimated gross revenues for the 2020 calendar year?

- ☐ Less than \$250,000 (1)
  - ☐ \$250,000 - \$499,999 (2)
  - ☐ \$500,000 - \$999,999 (3)
  - ☐ \$1,000,000 - \$4,999,999 (4)
  - ☐ \$5,000,000 - \$19,999,999 (5)
  - ☐ Greater than \$20,000,000 (6)
-

Q11 When thinking about the past 12 months in your organization, please indicate the direction of change to the following:

	Increased (1)	Stayed the Same (2)	Decreased (3)
Employment Levels (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Payroll Amount (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Year-over-Year Sales (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Starting Wage (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q12 When thinking about your organization's projections for the next 12 months, please indicate what direction of change you anticipate to the following:

	Will Increase (1)	Will Stay the Same (2)	Will Decrease (3)
Employment Levels (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Payroll Amount (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Year-over-Year Sales (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Starting Wage (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: General Organizational Information and Health Assessment Questions

Start of Block: Block 6

Q92 For the following section of this survey, you will be asked to indicate the positions that exist in your organization in the following categories: Office, Industry, Restaurant, Hospitality, and Retail. Each category will then be followed by position and wage questions.

Remember, your work will be saved as you complete each section and advance the screen, allowing you to pause the survey and pick up where you left off at a later time by clicking on the original survey link provided to you via e-mail.

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Page Break

End of Block: Block 6

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Start of Block: Wages

Q13 Please select the following job positions that most closely match positions that exist in your organization. Please try to capture all employees (Check all that apply)

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Q14 **Office** (Please select "None of the above" if no positions in this category exist in your organization)

- ☐ Accountant (1)
- ☐ Accounting Clerk (2)
- ☐ Administrative Assistant (3)
- ☐ Customer Service Manager (4)
- ☐ Customer Service Specialist (5)
- ☐ Data Entry Specialist (6)
- ☐ Executive Assistant (7)
- ☐ Facilities Manager (8)
- ☐ General Office Assistant (9)
- ☐ HR Manager (10)
- ☐ HR Director (11)
- ☐ HR Generalist (12)
- ☐ IT Director (13)
- ☐ Logistics Coordinator (14)
- ☐ Mail Assistant (15)
- ☐ General Manager (16)
- ☐ Assistant Manager (17)
- ☐ Marketing Manager (18)
- ☐ Medical Biller (19)

- ☐ Medical Coder (20)
- ☐ Medical Collection Specialist (21)
- ☐ Medical Record Clerk (22)
- ☐ Medical Transcriptionist (23)
- ☐ Network Administrator (24)
- ☐ Office Manager (25)
- ☐ Operations Manager (26)
- ☐ Patient Registration (27)
- ☐ Payroll Clerk (28)
- ☐ Programmer (29)
- ☐ Project Coordinator (30)
- ☐ Project Manager (31)
- ☐ Purchasing Manager (32)
- ☐ Receptionist (33)
- ☐ Sales Manager (34)
- ☐ Systems Analyst (35)
- ☒ None of the Above (36)

*Skip To: Q15 If Office (Please select "None of the above" if no positions in this category exist in your organiza... = None of the Above*

---

*Carry Forward Selected Choices from "Office (Please select "None of the above" if no positions in this category exist in your organization)"*



Q36 Please select "HOURLY," "SALARY," or both for the "OFFICE" positions in your organization

	Hourly (1)	Salary (2)
Accountant (x1)	<input type="checkbox"/>	<input type="checkbox"/>
Accounting Clerk (x2)	<input type="checkbox"/>	<input type="checkbox"/>
Administrative Assistant (x3)	<input type="checkbox"/>	<input type="checkbox"/>
Customer Service Manager (x4)	<input type="checkbox"/>	<input type="checkbox"/>
Customer Service Specialist (x5)	<input type="checkbox"/>	<input type="checkbox"/>
Data Entry Specialist (x6)	<input type="checkbox"/>	<input type="checkbox"/>
Executive Assistant (x7)	<input type="checkbox"/>	<input type="checkbox"/>
Facilities Manager (x8)	<input type="checkbox"/>	<input type="checkbox"/>
General Office Assitant (x9)	<input type="checkbox"/>	<input type="checkbox"/>
HR Manager (x10)	<input type="checkbox"/>	<input type="checkbox"/>
HR Director (x11)	<input type="checkbox"/>	<input type="checkbox"/>
HR Generalist (x12)	<input type="checkbox"/>	<input type="checkbox"/>
IT Director (x13)	<input type="checkbox"/>	<input type="checkbox"/>
Logistics Coordinator (x14)	<input type="checkbox"/>	<input type="checkbox"/>
Mail Assistant (x15)	<input type="checkbox"/>	<input type="checkbox"/>

General Manager (x16)	<input type="checkbox"/>	<input type="checkbox"/>
Assistant Manager (x17)	<input type="checkbox"/>	<input type="checkbox"/>
Marketing Manager (x18)	<input type="checkbox"/>	<input type="checkbox"/>
Medical Biller (x19)	<input type="checkbox"/>	<input type="checkbox"/>
Medical Coder (x20)	<input type="checkbox"/>	<input type="checkbox"/>
Medical Collection Specialist (x21)	<input type="checkbox"/>	<input type="checkbox"/>
Medical Record Clerk (x22)	<input type="checkbox"/>	<input type="checkbox"/>
Medical Transcriptionist (x23)	<input type="checkbox"/>	<input type="checkbox"/>
Network Administrator (x24)	<input type="checkbox"/>	<input type="checkbox"/>
Office Manager (x25)	<input type="checkbox"/>	<input type="checkbox"/>
Operations Manager (x26)	<input type="checkbox"/>	<input type="checkbox"/>
Patient Registration (x27)	<input type="checkbox"/>	<input type="checkbox"/>
Payroll Clerk (x28)	<input type="checkbox"/>	<input type="checkbox"/>
Programmer (x29)	<input type="checkbox"/>	<input type="checkbox"/>
Project Coordinator (x30)	<input type="checkbox"/>	<input type="checkbox"/>
Project Manager (x31)	<input type="checkbox"/>	<input type="checkbox"/>

Purchasing Manager (x32)

☐☐

Receptionist (x33)

☐☐

Sales Manager (x34)

☐☐

Systems Analyst (x35)

☐☐

☒ None of the Above (x36)

☐☐

---

*Carry Forward Selected Choices from "Please select "HOURLY," "SALARY," or both for the "OFFICE" positions in your organization"*





Q23 Please provide the following information as it pertains to your SALARIED OFFICE positions. (Please use numbers only and omit commas and special characters and round to the nearest dollar i.e. 45392)

	Number of Employees (1)	ANNUAL Starting Salary (2)	ANNUAL Max Salary (3)	Yrs. To Achieve Max Salary (4)	Average ANNUAL Salary of Current Employee(s) (5)
Accountant (xx1)					
Accounting Clerk (xx2)					
Administrative Assistant (xx3)					
Customer Service Manager (xx4)					
Customer Service Specialist (xx5)					
Data Entry Specialist (xx6)					

Executive Assistant (xx7)					
Facilities Manager (xx8)					
General Office Assitant (xx9)					
HR Manager (xx10)					
HR Director (xx11)					
HR Generalist (xx12)					
IT Director (xx13)					
Logistics Coordinator (xx14)					
Mail Assistant					

(xx15)					
General Manager (xx16)					
Assistant Manager (xx17)					
Marketing Manager (xx18)					
Medical Biller (xx19)					
Medical Coder (xx20)					
Medical Collection Specialist (xx21)					
Medical Record Clerk (xx22)					

Medical Transcriptionist (xx23)					
Network Administrator (xx24)					
Office Manager (xx25)					
Operations Manager (xx26)					
Patient Registration (xx27)					
Payroll Clerk (xx28)					
Programmer (xx29)					
Project Coordinator					

(xx30)					
Project Manager (xx31)					
Purchasing Manager (xx32)					
Receptionist (xx33)					
Sales Manager (xx34)					
Systems Analyst (xx35)					
<input checked="" type="checkbox"/> None of the Above (xx36)					

Carry Forward Selected Choices from "Please select "HOURLY," "SALARY," or both for the "OFFICE" positions in your organization"



Q25 Please provide the following information as it pertains to your HOURLY OFFICE positions.  
(Please use numbers only and omit special characters and be as specific as possible when listing hourly pay i.e. 14.37):

	Number of Employees (1)	HOURLY Starting Wage (2)	HOURLY Max Wage (3)	Yrs. To Achieve Max Wage (4)	Average HOURLY Wage of Current Employee(s) (5)
Accountant (xx1)					
Accounting Clerk (xx2)					
Administrative Assistant (xx3)					
Customer Service Manager (xx4)					
Customer Service Specialist (xx5)					
Data Entry Specialist (xx6)					



Executive Assistant (xx7)					
Facilities Manager (xx8)					
General Office Assitant (xx9)					
HR Manager (xx10)					
HR Director (xx11)					
HR Generalist (xx12)					
IT Director (xx13)					
Logistics Coordinator (xx14)					
Mail Assistant					

(xx15)					
General Manager (xx16)					
Assistant Manager (xx17)					
Marketing Manager (xx18)					
Medical Biller (xx19)					
Medical Coder (xx20)					
Medical Collection Specialist (xx21)					
Medical Record Clerk (xx22)					

Medical Transcriptionist (xx23)					
Network Administrator (xx24)					
Office Manager (xx25)					
Operations Manager (xx26)					
Patient Registration (xx27)					
Payroll Clerk (xx28)					
Programmer (xx29)					
Project Coordinator					

(xx30)					
Project Manager (xx31)					
Purchasing Manager (xx32)					
Receptionist (xx33)					
Sales Manager (xx34)					
Systems Analyst (xx35)					
<input checked="" type="radio"/> None of the Above (xx36)					

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Page Break



**Q15 Industry**

(Please select "None of the above" if no positions in this category exist in your organization)

- ☐ Assembler (1)
- ☐ Assembly Packer (2)
- ☐ Buyer (3)
- ☐ CAD Designer (4)
- ☐ CAD Drafter (5)
- ☐ CAD Draftsperson (6)
- ☐ Chemical Engineer (7)
- ☐ Civil Engineer (8)
- ☐ CNC Machinist (9)
- ☐ Composite Engineer (10)
- ☐ Contract Administrator (11)
- ☐ Controls Engineer (12)
- ☐ Design Engineer (13)
- ☐ Driver (14)
- ☐ Electrical Engineer (15)
- ☐ Electrical Substation Designer (16)
- ☐ Electrician (17)
- ☐ Engineering Technician (18)
- ☐ Environmental Engineer (19)



- ☐ Expeditor (20)
- ☐ Field Technician (21)
- ☐ Firmware Engineer (22)
- ☐ Floor Assembler (23)
- ☐ Floor Assembly Supervisor (24)
- ☐ Fork Lift Operator (25)
- ☐ General Labor (Production) (26)
- ☐ HVAC Technician (27)
- ☐ Inline QA Engineer (28)
- ☐ Inspector (29)
- ☐ Instrumentation Engineer (30)
- ☐ Instrumentation Technician (31)
- ☐ Janitor (32)
- ☐ Lab Technician (33)
- ☐ Light Assembler (34)
- ☐ Machine Operator (35)
- ☐ Machinist (36)
- ☐ Maintenance Mechanic (37)
- ☐ Maintenance Worker (38)
- ☐ Manufacturing Engineer (39)

- ☐ Material Expeditor (40)
- ☐ Material Handler (41)
- ☐ Materials Engineer (42)
- ☐ Mechanical Engineer (43)
- ☐ Nuclear Engineer (44)
- ☐ Order Picker/Processor (45)
- ☐ Packing Machine Operator (46)
- ☐ Planner (47)
- ☐ Plant Manager (48)
- ☐ PLC Technician (49)
- ☐ Press Operator (50)
- ☐ Process Engineer (51)
- ☐ QA Inspector (52)
- ☐ QA Manager (53)
- ☐ Quality Engineer (54)
- ☐ Scheduler (55)
- ☐ Security (56)
- ☐ Sheet Metal Mechanic (57)
- ☐ Shipping/Receiving Clerk (58)
- ☐ Software Engineer (59)

- ☐ Structural Design Engineer (60)
- ☐ Systems Engineer (61)
- ☐ Tool and Die Maker (62)
- ☐ Tool Design Engineer (63)
- ☐ Warehouse Assistant (64)
- ☐ Warehouse Manager (65)
- ☐ Warehouse Worker (66)
- ☐ Project Engineer (67)
- ☐ Production Manager (68)
- ☐ Metallurgical Engineer (69)
- ☒ None of the Above (70)

*Skip To: Q16 If Industry (Please select "None of the above" if no positions in this category exist in your organi... = None of the Above*

*Carry Forward Selected Choices from "Industry (Please select "None of the above" if no positions in this category exist in your organization)"*



Q73 Please select "HOURLY," "SALARY," or both for the "INDUSTRY" positions in your organization

	Hourly (1)	Salary (2)
Assembler (x1)	<input type="checkbox"/>	<input type="checkbox"/>
Assembly Packer (x2)	<input type="checkbox"/>	<input type="checkbox"/>
Buyer (x3)	<input type="checkbox"/>	<input type="checkbox"/>
CAD Designer (x4)	<input type="checkbox"/>	<input type="checkbox"/>
CAD Drafter (x5)	<input type="checkbox"/>	<input type="checkbox"/>
CAD Draftsperson (x6)	<input type="checkbox"/>	<input type="checkbox"/>
Chemical Engineer (x7)	<input type="checkbox"/>	<input type="checkbox"/>
Civil Engineer (x8)	<input type="checkbox"/>	<input type="checkbox"/>
CNC Machinist (x9)	<input type="checkbox"/>	<input type="checkbox"/>
Composite Engineer (x10)	<input type="checkbox"/>	<input type="checkbox"/>
Contract Administrator (x11)	<input type="checkbox"/>	<input type="checkbox"/>
Controls Engineer (x12)	<input type="checkbox"/>	<input type="checkbox"/>
Design Engineer (x13)	<input type="checkbox"/>	<input type="checkbox"/>
Driver (x14)	<input type="checkbox"/>	<input type="checkbox"/>
Electrical Engineer (x15)	<input type="checkbox"/>	<input type="checkbox"/>

Electrical Substation Designer (x16)	<input type="checkbox"/>	<input type="checkbox"/>
Electrician (x17)	<input type="checkbox"/>	<input type="checkbox"/>
Engineering Technician (x18)	<input type="checkbox"/>	<input type="checkbox"/>
Environmental Engineer (x19)	<input type="checkbox"/>	<input type="checkbox"/>
Expeditor (x20)	<input type="checkbox"/>	<input type="checkbox"/>
Field Technician (x21)	<input type="checkbox"/>	<input type="checkbox"/>
Firmware Engineer (x22)	<input type="checkbox"/>	<input type="checkbox"/>
Floor Assembler (x23)	<input type="checkbox"/>	<input type="checkbox"/>
Floor Assembly Supervisor (x24)	<input type="checkbox"/>	<input type="checkbox"/>
Fork Lift Operator (x25)	<input type="checkbox"/>	<input type="checkbox"/>
General Labor (Production) (x26)	<input type="checkbox"/>	<input type="checkbox"/>
HVAC Technician (x27)	<input type="checkbox"/>	<input type="checkbox"/>
Inline QA Engineer (x28)	<input type="checkbox"/>	<input type="checkbox"/>
Inspector (x29)	<input type="checkbox"/>	<input type="checkbox"/>
Instrumentation Engineer (x30)	<input type="checkbox"/>	<input type="checkbox"/>
Instrumentation Technician (x31)	<input type="checkbox"/>	<input type="checkbox"/>

Janitor (x32)	<input type="checkbox"/>	<input type="checkbox"/>
Lab Technician (x33)	<input type="checkbox"/>	<input type="checkbox"/>
Light Assembler (x34)	<input type="checkbox"/>	<input type="checkbox"/>
Machine Operator (x35)	<input type="checkbox"/>	<input type="checkbox"/>
Machinist (x36)	<input type="checkbox"/>	<input type="checkbox"/>
Maintenance Mechanic (x37)	<input type="checkbox"/>	<input type="checkbox"/>
Maintenance Worker (x38)	<input type="checkbox"/>	<input type="checkbox"/>
Manufacturing Engineer (x39)	<input type="checkbox"/>	<input type="checkbox"/>
Material Expeditor (x40)	<input type="checkbox"/>	<input type="checkbox"/>
Material Handler (x41)	<input type="checkbox"/>	<input type="checkbox"/>
Materials Engineer (x42)	<input type="checkbox"/>	<input type="checkbox"/>
Mechanical Engineer (x43)	<input type="checkbox"/>	<input type="checkbox"/>
Nuclear Engineer (x44)	<input type="checkbox"/>	<input type="checkbox"/>
Order Picker/Processor (x45)	<input type="checkbox"/>	<input type="checkbox"/>
Packing Machine Operator (x46)	<input type="checkbox"/>	<input type="checkbox"/>
Planner (x47)	<input type="checkbox"/>	<input type="checkbox"/>

Plant Manager (x48)	<input type="checkbox"/>	<input type="checkbox"/>
PLC Technician (x49)	<input type="checkbox"/>	<input type="checkbox"/>
Press Operator (x50)	<input type="checkbox"/>	<input type="checkbox"/>
Process Engineer (x51)	<input type="checkbox"/>	<input type="checkbox"/>
QA Inspector (x52)	<input type="checkbox"/>	<input type="checkbox"/>
QA Manager (x53)	<input type="checkbox"/>	<input type="checkbox"/>
Quality Engineer (x54)	<input type="checkbox"/>	<input type="checkbox"/>
Scheduler (x55)	<input type="checkbox"/>	<input type="checkbox"/>
Security (x56)	<input type="checkbox"/>	<input type="checkbox"/>
Sheet Metal Mechanic (x57)	<input type="checkbox"/>	<input type="checkbox"/>
Shipping/Receiving Clerk (x58)	<input type="checkbox"/>	<input type="checkbox"/>
Software Engineer (x59)	<input type="checkbox"/>	<input type="checkbox"/>
Structural Design Engineer (x60)	<input type="checkbox"/>	<input type="checkbox"/>
Systems Engineer (x61)	<input type="checkbox"/>	<input type="checkbox"/>
Tool and Die Maker (x62)	<input type="checkbox"/>	<input type="checkbox"/>
Tool Design Engineer (x63)	<input type="checkbox"/>	<input type="checkbox"/>

Warehouse Assistant (x64)

☐☐

Warehouse Manager (x65)

☐☐

Warehouse Worker (x66)

☐☐

Project Engineer (x67)

☐☐

Production Manager (x68)

☐☐

Metallurgical Engineer (x69)

☐☐

☒ None of the Above (x70)

☐☐

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*Carry Forward Selected Choices from "Please select "HOURLY," "SALARY," or both for the "INDUSTRY" positions in your organization"*





Q84 Please provide the following information as it pertains to your SALARIED INDUSTRY positions. (Please use numbers only and omit commas and special characters and round to the nearest dollar i.e. 45392)

	Number of Employees (1)	ANNUAL Starting Salary (2)	ANNUAL Max Salary (3)	Yrs to Achieve Max Salary (4)	Average ANNUAL Salary of Current Employee(s) (5)
Assembler (xx1)					
Assembly Packer (xx2)					
Buyer (xx3)					
CAD Designer (xx4)					
CAD Drafter (xx5)					
CAD Draftsperson (xx6)					
Chemical Engineer (xx7)					

Civil Engineer (xx8)					
CNC Machinist (xx9)					
Composite Engineer (xx10)					
Contract Administrator (xx11)					
Controls Engineer (xx12)					
Design Engineer (xx13)					
Driver (xx14)					
Electrical Engineer (xx15)					
Electrical Substation					

Designer (xx16)					
Electrician (xx17)					
Engineering Technician (xx18)					
Environmental Engineer (xx19)					
Expeditor (xx20)					
Field Technician (xx21)					
Firmware Engineer (xx22)					
Floor Assembler (xx23)					
Floor Assembly Supervisor (xx24)					

Fork Lift Operator (xx25)					
General Labor (Production) (xx26)					
HVAC Technician (xx27)					
Inline QA Engineer (xx28)					
Inspector (xx29)					
Instrumentation Engineer (xx30)					
Instrumentation Technician (xx31)					
Janitor (xx32)					
Lab Technician (xx33)					

Light Assembler (xx34)					
Machine Operator (xx35)					
Machinist (xx36)					
Maintenance Mechanic (xx37)					
Maintenance Worker (xx38)					
Manufacturing Engineer (xx39)					
Material Expeditor (xx40)					
Material Handler (xx41)					
Materials Engineer (xx42)					

Mechanical Engineer (xx43)					
Nuclear Engineer (xx44)					
Order Picker/Processor (xx45)					
Packing Machine Operator (xx46)					
Planner (xx47)					
Plant Manager (xx48)					
PLC Technician (xx49)					
Press Operator (xx50)					
Process Engineer (xx51)					

QA Inspector (xx52)					
QA Manager (xx53)					
Quality Engineer (xx54)					
Scheduler (xx55)					
Security (xx56)					
Sheet Metal Mechanic (xx57)					
Shipping/Receiving Clerk (xx58)					
Software Engineer (xx59)					
Structural Design Engineer (xx60)					

Systems Engineer (xx61)					
Tool and Die Maker (xx62)					
Tool Design Engineer (xx63)					
Warehouse Assistant (xx64)					
Warehouse Manager (xx65)					
Warehouse Worker (xx66)					
Project Engineer (xx67)					
Production Manager (xx68)					
Metallurgical Engineer (xx69)					



☒ None of the  
Above (xx70)

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*Carry Forward Selected Choices from "Please select "HOURLY," "SALARY," or both for the "INDUSTRY" positions in your organization"*



Q85 Please provide the following information as it pertains to your HOURLY INDUSTRY positions. (Please be as specific as possible when listing hourly pay i.e. \$14.37):

	Number of Employees (1)	HOURLY Starting Wage (2)	HOURLY Max Wage (3)	Yrs to Achieve Max Wage (4)	Average HOURLY Wage of Current Employee(s) (5)
Assembler (xx1)					
Assembly Packer (xx2)					
Buyer (xx3)					
CAD Designer (xx4)					
CAD Drafter (xx5)					
CAD Draftsperson (xx6)					
Chemical Engineer (xx7)					

Civil Engineer (xx8)					
CNC Machinist (xx9)					
Composite Engineer (xx10)					
Contract Administrator (xx11)					
Controls Engineer (xx12)					
Design Engineer (xx13)					
Driver (xx14)					
Electrical Engineer (xx15)					
Electrical Substation					

Designer (xx16)					
Electrician (xx17)					
Engineering Technician (xx18)					
Environmental Engineer (xx19)					
Expeditor (xx20)					
Field Technician (xx21)					
Firmware Engineer (xx22)					
Floor Assembler (xx23)					
Floor Assembly Supervisor (xx24)					

Fork Lift Operator (xx25)					
General Labor (Production) (xx26)					
HVAC Technician (xx27)					
Inline QA Engineer (xx28)					
Inspector (xx29)					
Instrumentation Engineer (xx30)					
Instrumentation Technician (xx31)					
Janitor (xx32)					
Lab Technician (xx33)					

Light Assembler (xx34)					
Machine Operator (xx35)					
Machinist (xx36)					
Maintenance Mechanic (xx37)					
Maintenance Worker (xx38)					
Manufacturing Engineer (xx39)					
Material Expeditor (xx40)					
Material Handler (xx41)					
Materials Engineer (xx42)					

Mechanical Engineer (xx43)					
Nuclear Engineer (xx44)					
Order Picker/Processor (xx45)					
Packing Machine Operator (xx46)					
Planner (xx47)					
Plant Manager (xx48)					
PLC Technician (xx49)					
Press Operator (xx50)					
Process Engineer (xx51)					

QA Inspector (xx52)					
QA Manager (xx53)					
Quality Engineer (xx54)					
Scheduler (xx55)					
Security (xx56)					
Sheet Metal Mechanic (xx57)					
Shipping/Receiving Clerk (xx58)					
Software Engineer (xx59)					
Structural Design Engineer (xx60)					



Systems Engineer (xx61)					
Tool and Die Maker (xx62)					
Tool Design Engineer (xx63)					
Warehouse Assistant (xx64)					
Warehouse Manager (xx65)					
Warehouse Worker (xx66)					
Project Engineer (xx67)					
Production Manager (xx68)					
Metallurgical Engineer (xx69)					

☒ None of the  
Above (xx70)

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Page Break



Q16 **Restaurant** (Please select "None of the above" if no positions in this category exist in your organization)

☐ Assistant Manager, Fast Food (1)

☐ Assistant Restaurant Manager (2)

☐ Baker (3)

☐ Banquet Captain (4)

☐ Bar Manager (5)

☐ Barista (6)

☐ Bartender (7)

☐ Busser (8)

☐ Dishwasher (9)

☐ Fast Food Worker (10)

☐ Food Server (11)

☐ Head Chef (12)

☐ Host/Hostess (13)

☐ Line Cook (14)

☐ Manager, Fast Food (15)

☐ Pizza Cook (16)

☐ Prep Cook (17)

☐ Restaurant Manager (18)

☐ Restaurant Supervisor (19)

- ☐ Sous Chef (20)
- ☐ Waiter/Waitress (21)
- ☒ None of the Above (22)

*Skip To: Q17 If Restaurant (Please select "None of the above" if no positions in this category exist in your orga... = None of the Above*

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*Carry Forward Selected Choices from "Restaurant (Please select "None of the above" if no positions in this category exist in your organization)"*



Q86 Please select "HOURLY," "SALARY," or both for the "RESTAURANT" positions in your organization

	HOURLY (1)	SALARY (2)
Assistant Manager, Fast Food (x1)	<input type="checkbox"/>	<input type="checkbox"/>
Assistant Restaurant Manager (x2)	<input type="checkbox"/>	<input type="checkbox"/>
Baker (x3)	<input type="checkbox"/>	<input type="checkbox"/>
Banquet Captain (x4)	<input type="checkbox"/>	<input type="checkbox"/>
Bar Manager (x5)	<input type="checkbox"/>	<input type="checkbox"/>
Barista (x6)	<input type="checkbox"/>	<input type="checkbox"/>
Bartender (x7)	<input type="checkbox"/>	<input type="checkbox"/>
Busser (x8)	<input type="checkbox"/>	<input type="checkbox"/>
Dishwasher (x9)	<input type="checkbox"/>	<input type="checkbox"/>
Fast Food Worker (x10)	<input type="checkbox"/>	<input type="checkbox"/>
Food Server (x11)	<input type="checkbox"/>	<input type="checkbox"/>
Head Chef (x12)	<input type="checkbox"/>	<input type="checkbox"/>
Host/Hostess (x13)	<input type="checkbox"/>	<input type="checkbox"/>
Line Cook (x14)	<input type="checkbox"/>	<input type="checkbox"/>
Manager, Fast Food (x15)	<input type="checkbox"/>	<input type="checkbox"/>

Pizza Cook (x16)	<input type="checkbox"/>	<input type="checkbox"/>
Prep Cook (x17)	<input type="checkbox"/>	<input type="checkbox"/>
Restaurant Manager (x18)	<input type="checkbox"/>	<input type="checkbox"/>
Restaurant Supervisor (x19)	<input type="checkbox"/>	<input type="checkbox"/>
Sous Chef (x20)	<input type="checkbox"/>	<input type="checkbox"/>
Waiter/Waitress (x21)	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/> None of the Above (x22)	<input type="checkbox"/>	<input type="checkbox"/>

Carry Forward Selected Choices from "Please select "HOURLY," "SALARY," or both for the "RESTAURANT" positions in your organization"



Q87 Please provide the following information as it pertains to your SALARIED RESTAURANT positions. (Please use numbers only and omit commas and special characters and round to the nearest dollar i.e. 45392)

	Number of Employees (1)	ANNUAL Starting Salary (2)	ANNUAL Max Salary (3)	Yrs to Achieve ANNUAL Max Salary (4)	Average ANNUAL Salary of Current Employee(s) (5)
Assistant Manager, Fast Food (xx1)					
Assistant Restaurant Manager (xx2)					
Baker (xx3)					
Banquet Captain (xx4)					
Bar Manager (xx5)					
Barista (xx6)					



Bartender (xx7)					
Busser (xx8)					
Dishwasher (xx9)					
Fast Food Worker (xx10)					
Food Server (xx11)					
Head Chef (xx12)					
Host/Hostess (xx13)					
Line Cook (xx14)					
Manager, Fast Food (xx15)					

Pizza Cook (xx16)					
Prep Cook (xx17)					
Restaurant Manager (xx18)					
Restaurant Supervisor (xx19)					
Sous Chef (xx20)					
Waiter/Waitress (xx21)					
<input checked="" type="radio"/> None of the Above (xx22)					

Carry Forward Selected Choices from "Please select "HOURLY," "SALARY," or both for the "RESTAURANT" positions in your organization"



Q88 Please provide the following information as it pertains to your HOURLY RESTAURANT positions. (Please be as specific as possible when listing hourly pay i.e. \$14.37):

	Number of Employees (1)	HOURLY Starting Wage (2)	HOURLY Max Wage (3)	Yrs to Achieve Max Wage (4)	Average HOURLY Wage for Current Employee(s) (5)
Assistant Manager, Fast Food (xx1)					
Assistant Restaurant Manager (xx2)					
Baker (xx3)					
Banquet Captain (xx4)					
Bar Manager (xx5)					
Barista (xx6)					
Bartender (xx7)					

Busser (xx8)					
Dishwasher (xx9)					
Fast Food Worker (xx10)					
Food Server (xx11)					
Head Chef (xx12)					
Host/Hostess (xx13)					
Line Cook (xx14)					
Manager, Fast Food (xx15)					
Pizza Cook (xx16)					

Prep Cook (xx17)					
Restaurant Manager (xx18)					
Restaurant Supervisor (xx19)					
Sous Chef (xx20)					
Waiter/Waitress (xx21)					
<input checked="" type="radio"/> None of the Above (xx22)					

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**Q17 Hospitality** (Please select "None of the above" if no positions in this category exist in your organization)

- ☐ Director of Sales (1)
- ☐ Front Desk Clerk (2)
- ☐ Front Desk Manager (3)
- ☐ Guest Room Attendant (4)
- ☐ Housekeeping Supervisor (5)
- ☐ Laundry Worker (6)
- ☐ Night Auditor (7)
- ☐ Salesperson (8)
- ☒ None of the Above (9)

*Skip To: Q18 If Hospitality (Please select "None of the above" if no positions in this category exist in your org... = None of the Above*

*Carry Forward Selected Choices from "Hospitality (Please select "None of the above" if no positions in this category exist in your organization)"*



Q85 Please select "HOURLY," "SALARY," or both for the "HOSPITALITY" positions in your organization

	HOURLY (1)	SALARY (2)
Director of Sales (x1)	<input type="checkbox"/>	<input type="checkbox"/>
Front Desk Clerk (x2)	<input type="checkbox"/>	<input type="checkbox"/>
Front Desk Manager (x3)	<input type="checkbox"/>	<input type="checkbox"/>
Guest Room Attendant (x4)	<input type="checkbox"/>	<input type="checkbox"/>
Housekeeping Supervisor (x5)	<input type="checkbox"/>	<input type="checkbox"/>
Laundry Worker (x6)	<input type="checkbox"/>	<input type="checkbox"/>
Night Auditor (x7)	<input type="checkbox"/>	<input type="checkbox"/>
Salesperson (x8)	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/> None of the Above (x9)	<input type="checkbox"/>	<input type="checkbox"/>

Carry Forward Selected Choices from "Please select "HOURLY," "SALARY," or both for the "HOSPITALITY" positions in your organization"



Q87 Please provide the following information as it pertains to your SALARIED HOSPITALITY positions. (Please use numbers only and omit commas and special characters and round to the nearest dollar i.e. 45392)

	Number of Employees (1)	ANNUAL Starting Salary (2)	ANNUAL Max Salary (3)	Yrs to Achieve ANNUAL Max Salary (4)	Average ANNUAL Salary for Current Employee(s) (5)
Director of Sales (xx1)					
Front Desk Clerk (xx2)					
Front Desk Manager (xx3)					
Guest Room Attendant (xx4)					
Housekeeping Supervisor (xx5)					
Laundry Worker (xx6)					



Night Auditor (xx7)					
Salesperson (xx8)					
<input checked="" type="checkbox"/> None of the Above (xx9)					

*Carry Forward Selected Choices from "Please select "HOURLY," "SALARY," or both for the "HOSPITALITY" positions in your organization"*



Q86 Please provide the following information as it pertains to your HOURLY HOSPITALITY positions. (Please be as specific as possible when listing hourly pay i.e. \$14.37):

	Number of Employees (1)	HOURLY Starting Wage (2)	HOURLY Max Wage (3)	Yrs to Achieve HOURLY Max Wage (4)	Average HOURLY Wage for Current Employee(s) (5)
Director of Sales (xx1)					
Front Desk Clerk (xx2)					
Front Desk Manager (xx3)					
Guest Room Attendant (xx4)					
Housekeeping Supervisor (xx5)					
Laundry Worker (xx6)					

Night Auditor (xx7)					
Salesperson (xx8)					
<input checked="" type="checkbox"/> None of the Above (xx9)					

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**Q18 Retail** (Please select "None of the above" if no positions in this category exist in your organization)

- ☐ Assistant Store Manager (1)
- ☐ Cashier (2)
- ☐ Controller (3)
- ☐ Customer Service Representative (4)
- ☐ Department Manager (5)
- ☐ Display Coordinator (6)
- ☐ Greeter (7)
- ☐ Human Resources Manager (8)
- ☐ Loss Prevention (9)
- ☐ Maintenance (10)
- ☐ Merchandise Processing (11)
- ☐ Merchandiser (12)
- ☐ Receiver (13)
- ☐ Sales Associate (14)
- ☐ Stocker (15)
- ☐ Store Manager (16)
- ☒ None of the Above (17)

*Skip To: Q27 If Retail (Please select "None of the above" if no positions in this category exist in your organiza... = None of the Above*

*Carry Forward Selected Choices from "Retail (Please select "None of the above" if no positions in this category exist in your organization)"*



Q88 Please select "HOURLY," "SALARY," or both for the "RETAIL" positions in your organization

	HOURLY (1)	SALARY (2)
Assistant Store Manager (x1)	<input type="checkbox"/>	<input type="checkbox"/>
Cashier (x2)	<input type="checkbox"/>	<input type="checkbox"/>
Controller (x3)	<input type="checkbox"/>	<input type="checkbox"/>
Customer Service Representative (x4)	<input type="checkbox"/>	<input type="checkbox"/>
Department Manager (x5)	<input type="checkbox"/>	<input type="checkbox"/>
Display Coordinator (x6)	<input type="checkbox"/>	<input type="checkbox"/>
Greeter (x7)	<input type="checkbox"/>	<input type="checkbox"/>
Human Resources Manager (x8)	<input type="checkbox"/>	<input type="checkbox"/>
Loss Prevention (x9)	<input type="checkbox"/>	<input type="checkbox"/>
Maintenance (x10)	<input type="checkbox"/>	<input type="checkbox"/>
Merchandise Processing (x11)	<input type="checkbox"/>	<input type="checkbox"/>
Merchandiser (x12)	<input type="checkbox"/>	<input type="checkbox"/>
Receiver (x13)	<input type="checkbox"/>	<input type="checkbox"/>
Sales Associate (x14)	<input type="checkbox"/>	<input type="checkbox"/>
Stocker (x15)	<input type="checkbox"/>	<input type="checkbox"/>

Store Manager (x16)

☐☐

☒ None of the Above (x17)

☐☐

*Carry Forward Selected Choices from "Please select "HOURLY," "SALARY," or both for the "RETAIL" positions in your organization"*



Q89 Please provide the following information as it pertains to your SALARIED RETAIL positions. (Please use numbers only and omit commas and special characters and round to the nearest dollar i.e. 45392)

	Number of Employees (1)	ANNUAL Starting Salary (2)	ANNUAL Max Salary (3)	Yrs to Achieve ANNUAL Max Salary (4)	Average ANNUAL Salary of Current Employee(s) (5)
Assistant Store Manager (xx1)					
Cashier (xx2)					
Controller (xx3)					
Customer Service Representative (xx4)					
Department Manager (xx5)					
Display Coordinator (xx6)					



Greeter (xx7)					
Human Resources Manager (xx8)					
Loss Prevention (xx9)					
Maintenance (xx10)					
Merchandise Processing (xx11)					
Merchandiser (xx12)					
Receiver (xx13)					
Sales Associate (xx14)					

Stocker (xx15)					
Store Manager (xx16)					
<input checked="" type="radio"/> None of the Above (xx17)					

*Carry Forward Selected Choices from "Please select "HOURLY," "SALARY," or both for the "RETAIL" positions in your organization"*



Q90 Please provide the following information as it pertains to your HOURLY RETAIL positions.  
(Please be as specific as possible when listing hourly pay i.e. \$14.37):

	Number of Employees (1)	HOURLY Starting Wage (2)	HOURLY Max Wage (3)	Yrs to Achieve HOURLY Max Wage (4)	Average HOURLY Wage of Current Employee(s) (5)
Assistant Store Manager (xx1)					
Cashier (xx2)					
Controller (xx3)					
Customer Service Representative (xx4)					
Department Manager (xx5)					
Display Coordinator (xx6)					

Greeter (xx7)					
Human Resources Manager (xx8)					
Loss Prevention (xx9)					
Maintenance (xx10)					
Merchandise Processing (xx11)					
Merchandiser (xx12)					
Receiver (xx13)					
Sales Associate (xx14)					

Stocker (xx15)					
Store Manager (xx16)					
<input checked="" type="radio"/> None of the Above (xx17)					

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Q27 Does your organization offer any of the following types of pay? (Select all that apply)

- ☐ Bonus Pay (1)
- ☐ Overtime Pay (2)
- ☐ Shift Differential Pay (3)
- ☐ Holiday (5)

---

*Display This Question:*

*If Does your organization offer any of the following types of pay? (Select all that apply) = Bonus Pay*

Q29 For the purposes of this survey, bonus pay is defined as wages given to an employee in addition to their hourly or annual earnings. Please indicate which type(s) of bonus pay your organization provides employees. Please provide a concise description of the amount, frequency, and metrics measured in your selections. Select all that apply.

- ☐ Profit Sharing (2) \_\_\_\_\_
- ☐ Longevity Pay (3) \_\_\_\_\_
- ☐ Productivity (4) \_\_\_\_\_
- ☐ Performance (5) \_\_\_\_\_
- ☐ Safety (6) \_\_\_\_\_
- ☐ Attendance (7) \_\_\_\_\_
- ☐ Sign-on Bonus (8) \_\_\_\_\_
- ☐ Meeting predefined organization priorities/goals (9)  
\_\_\_\_\_
- ☐ Other (10) \_\_\_\_\_

*Display This Question:*

*If Does your organization offer any of the following types of pay? (Select all that apply) = Overtime Pay*

Q31 Overtime pay are monies paid to hourly workers who exceed 40 hours per week. What type of overtime pay do you offer your employees?

- ☐ 1.5 times pay after 40 hours (1)
- ☐ 2 times pay after 40 hours (2)
- ☐ Compensatory hours given to employee (3)
- ☐ Other (4) \_\_\_\_\_

*Display This Question:*

*If Does your organization offer any of the following types of pay? (Select all that apply) = Shift Differential Pay*

Q33 Shift differential pay is additional compensation for certain shifts and are usually represented either as a percentage over the employee's base pay or a fixed dollar amount over an employees' base pay. Please indicate the percentage differential over base pay or fixed dollar amount over base pay for 2nd shift.

- ☐ 2nd shift \$ per hour over base pay OR (1)  
\_\_\_\_\_
- ☐ 2nd shift % differential over base pay (2)  
\_\_\_\_\_

*Display This Question:*

*If Does your organization offer any of the following types of pay? (Select all that apply) = Shift Differential Pay*

Q93 Please indicate the percentage differential over base pay or fixed dollar amount over base pay for 3rd shift.

☐ 3rd shift \$ per hour over base pay OR (1)

---

☐ 3rd shift % differential over base pay (2)

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---

*Display This Question:*

*If Does your organization offer any of the following types of pay? (Select all that apply) = Holiday*

Q35 Holiday pay is additional compensation given to employees over and above their typical hourly rate when they are working on a holiday. What type of holiday pay do you offer your employees?

☐ 1.5 times pay (1)

☐ 2 times pay (2)

☐ Compensatory hours given to employee (3)

☐ Other (4) \_\_\_\_\_

---

Page Break \_\_\_\_\_



End of Block: Wages

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Start of Block: Block 7

Q97 Remember, your work will be saved as you complete each section and advance the screen, allowing you to pause the survey and pick up where you left off at a later time by clicking on the original survey link provided to you via e-mail.

End of Block: Block 7

---

Start of Block: Benefits

Q37 Do you offer health insurance plan(s) or health benefits of any kind?

- ☐ Traditional Health Insurance (1)
- ☐ Insurance Stipend for Employee Purchased Policy (if so, please indicate the annual stipend i.e. 12000) (4) \_\_\_\_\_
- ☐ Other (5) \_\_\_\_\_
- ☐ No health insurance provided (6)

*Skip To: Q47 If Do you offer health insurance plan(s) or health benefits of any kind? = No health insurance provided*

*Skip To: Q47 If Do you offer health insurance plan(s) or health benefits of any kind? = Other*

*Skip To: Q47 If Do you offer health insurance plan(s) or health benefits of any kind? = Insurance Stipend for Employee Purchased Policy (if so, please indicate the annual stipend i.e. 12000)*

---

*Display This Question:*

*If Do you offer health insurance plan(s) or health benefits of any kind? = Traditional Health Insurance*

Q94 Please select the type of health insurance plan your organization provides. If you provide a plan type that is not listed, please select "Other" and give a brief description:


- ☐ Health Maintenance Organization (HMO) (1)
- ☐ Preferred Provider Organization (PPO) (2)
- ☐ High Deductible Health Plan (HDHP) (3)
- ☒ Other (4) \_\_\_\_\_

*Skip To: Q47 If Please select the type of health insurance plan your organization provides. If you provide a plan... = Other*

*Carry Forward Selected Choices from "Please select the type of health insurance plan your organization provides. If you provide a plan type that is not listed, please select "Other" and give a brief description:"*




Q39 Please indicate the following for INDIVIDUAL employee plans only. (Please use whole numbers only, no commas or special characters)

	Total Annual Premium Per Employee (\$ (1)	Employer Paid Share of Premiums (%) (2)	Employee Paid Share of Premiums (%) (3)	2021 Medical Deductible (\$ (4)	2021 Employee Co- Insurance Share (%) (5)	2021 Out- of-Pocket Max (\$) (6)
Health Maintenance Organization (HMO) (x1)						
Preferred Provider Organization (PPO) (x2)						
High Deductible Health Plan (HDHP) (x3)						
 Other (x4)						

Carry Forward Selected Choices from "Please select the type of health insurance plan your organization provides. If you provide a plan type that is not listed, please select "Other" and give a brief description:"



Q41 Please indicate the following for FAMILY employee plans only. (Please use whole numbers only, no commas or special characters)

	Total Annual Premium Per Employee (\$ (1)	Employer Paid Share of Premiums (%) (2)	Employee Paid Share of Premiums (%) (3)	2021 Medial Deductible (\$ (4)	2021 Employee Co- Insurance Share (%) (5)	2021 Out- of-Pocket Max (\$) (6)
Health Maintenance Organization (HMO) (x1)						
Preferred Provider Organization (PPO) (x2)						
High Deductible Health Plan (HDHP) (x3)						
 Other (x4)						

-----  
Display This Question:

If Please select the type of health insurance plan your organization provides. If you provide a plan... = High Deductible Health Plan (HDHP)

Q43 How much do you contribute each year to your employees Health Saving Account?

☐ My organization contributes the below amount (1)

☐ My organization does not make a contribution (2)

---

Page Break

Q47 Does your organization offer your employees dental insurance?

☐ Yes (1)

☐ No (2)

*Skip To: Q49 If Does your organization offer your employees dental insurance? = No*

---

Q48 What is your annual premium and cost sharing for dental insurance per employee in 2021?

☐ Total Annual Premium per employee- Individual Plan \$ (1)

---

☐ Total Annual Premium per employee- Family Plan \$ (2)

---

☐ Employer Cost Share % - Individual Plan (3)

---

☐ Employee Cost Share % - Individual Plan (4)

---

☐ Employer Cost Share % - Family Plan (5)

---

☐ Employee Cost Share % - Family Plan (6)

---

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Page Break

Q49 Does your organization offer your employees vision insurance?

☐ Yes (1)

☐ No (2)

*Skip To: Q38 If Does your organization offer your employees vision insurance? = No*

---

Q37 What is your annual premium and cost sharing for vision insurance per employee in 2021?

☐ Total Annual Premium per employee - Individual Plan \$ (1)

---

☐ Total Annual Premium per employee - Family Plan \$ (2)

---

☐ Employer Cost Share % - Individual Plan (3)

---

☐ Employee Cost Share % - Individual Plan (4)

---

☐ Employer Cost Share % - Family Plan (5)

---

☐ Employee Cost Share % - Family Plan (6)

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Page Break

Q38 What type of paid time off do you offer your employees? (Select all that apply)

- ☐ Holiday (1)
- ☐ Sick Time (2)
- ☐ Vacation (3)
- ☐ Bereavement (4)
- ☐ Personal Leave (5)
- ☐ Jury Duty (6)
- ☐ Maternity Leave (7)
- ☐ Parental Leave (8)
- ☐ Voting Leave (9)
- ☐ Paid Time Off Bank for All Leave (10)
- ☐ Paid Community/Volunteer Time Off (13)
- ☐ Other (11) \_\_\_\_\_
- ☐ Other (12) \_\_\_\_\_

---

*Display This Question:*

*If What type of paid time off do you offer your employees? (Select all that apply) = Holiday*



Q39 For which holidays do you offer paid time off? (Select all that apply)

- ☐ New Year's Day (1)
  - ☐ Martin Luther King Jr. Day (2)
  - ☐ President's Day (3)
  - ☐ Good Friday (4)
  - ☐ Memorial Day (5)
  - ☐ Independence Day (6)
  - ☐ Labor Day (7)
  - ☐ Columbus Day (8)
  - ☐ Election Day (9)
  - ☐ Veteran's Day (10)
  - ☐ Thanksgiving Day (11)
  - ☐ Day after Thanksgiving (12)
  - ☐ Christmas Eve (Dec. 24) (13)
  - ☐ Christmas Day (14)
  - ☐ New Year's Eve Day (Dec. 31) (15)
  - ☐ Employee's Birthday (16)
  - ☐ Other (17) \_\_\_\_\_
-

*Display This Question:*

*If What type of paid time off do you offer your employees? (Select all that apply) = Sick Time*



Q40 How many Sick Days do you offer your employees per year?

	Employed Less Than 1 Year (1)	Employed 1 - 2 Years (2)	Employed 3 - 5 Years (3)	Employed 6 - 10 Years (4)	Employed More Than 10 Years (5)
Salaried Employees (1)					
Hourly Employees (2)					

---

*Display This Question:*

*If What type of paid time off do you offer your employees? (Select all that apply) = Vacation*



Q41 How many Vacation Days do you offer your employees per year?

	Employed Less Than 1 Year (1)	Employed 1 - 2 Years (2)	Employed 3 - 5 Years (3)	Employed 6 - 10 Years (4)	Employed More Than 10 Years (5)
Salaried Employees (1)					
Hourly Employees (2)					

-----  
*Display This Question:*

*If What type of paid time off do you offer your employees? (Select all that apply) = Personal Leave*

Q43 In one sentence or less, please describe your personal leave policy.

\_\_\_\_\_

-----  
*Display This Question:*

*If What type of paid time off do you offer your employees? (Select all that apply) = Jury Duty*

Q44 In one sentence or less, please describe your jury duty policy.

\_\_\_\_\_

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*Display This Question:*

*If What type of paid time off do you offer your employees? (Select all that apply) = Maternity Leave*

Q45 In one sentence or less, please describe you maternity leave policy.

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*Display This Question:*

*If What type of paid time off do you offer your employees? (Select all that apply) = Parental Leave*

Q46 In one sentence or less, please describe your parental leave policy.

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*Display This Question:*

*If What type of paid time off do you offer your employees? (Select all that apply) = Voting Leave*

Q47 In one sentence or less, please describe your voting leave policy.

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*Display This Question:*

*If What type of paid time off do you offer your employees? (Select all that apply) = Paid Time Off Bank for All Leave*



Q48 How many paid time off days do you offer your employees per year?

	Employed Less Than 1 Year (1)	Employed 1 - 2 Years (2)	Employed 3 - 5 Years (3)	Employed 6 - 10 Years (4)	Employed More Than 10 Years (5)
Salaried Employees (1)					
Hourly Employees (2)					

-----  
*Display This Question:*

*If What type of paid time off do you offer your employees? (Select all that apply) = Paid  
Community/Volunteer Time Off*

Q99 In one sentence or less please describe your paid community/volunteer time off policy.

\_\_\_\_\_

-----  
*Display This Question:*

*If What type of paid time off do you offer your employees? (Select all that apply) = Other*

Q49 In one sentence or less please describe your "Other" policy.

\_\_\_\_\_

-----  
*Display This Question:*

*If What type of paid time off do you offer your employees? (Select all that apply) = Other*

Q50 In one sentence or less please describe your "Other" policy.

---

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Page Break

Q51 What type of retirement benefits do you offer your employees? (Select all that apply. If "Other" is selected, please indicate the type of plan use a one sentence or less description)

☐

401(k) (1)

☐

Pension (2)

☐

Profit Sharing (3)

☐

IRA (4)

☐

Roth IRA (5)

☐

403b (6)

☐

Other (7) \_\_\_\_\_

☐

☒ My organization does not offer any retirement plans (8)

*Skip To: Q53 If What type of retirement benefits do you offer your employees? (Select all that apply. If "Other"... = My organization does not offer any retirement plans*

*Carry Forward Selected Choices from "What type of retirement benefits do you offer your employees? (Select all that apply. If "Other" is selected, please indicate the type of plan use a one sentence or less description)"*



Q52 Please indicate the PERCENTAGE of your employee's gross income that both your organization and your employees contribute to employee retirement accounts.

	Employee Contribution of Gross Wages (1)	Employer Contribution of Gross Wages (2)
401(k) (x1)		
Pension (x2)		
Profit Sharing (x3)		
IRA (x4)		
Roth IRA (x5)		
403b (x6)		
Other (x7)		
<input checked="" type="checkbox"/> My organization does not offer any retirement plans (x8)		



Page Break

---



Q53 Please select any other benefit(s) your organization offers your employees. (Select all that apply)

- ☐ Paid time off sharing/donation program (1)
- ☐ Prescription drug card (2)
- ☐ Childcare assistance (3)
- ☐ Tuition reimbursement (4)
- ☐ Parking privileges (5)
- ☐ Employee assistance plan (6)
- ☐ Wellness program (7)
- ☐ Credit union membership (8)
- ☐ Low/no interest computer loans (9)
- ☐ Wedding leave (10)
- ☐ Remote working options (Not related to COVID-19) (11)
- ☐ Care giver assistance (12)
- ☐ Cell phone reimbursement (13)
- ☐ Commuting reimbursement (14)
- ☐ Employee reward program (15)
- ☐ Family planning benefits (16)
- ☐ Financial wellness and Planning program (17)
- ☐ Flexible scheduling (18)
- ☐ Housing reimbursement (19)

- ☐ Mental health screenings (20)
- ☐ Pet health insurance (21)
- ☐ Pet sitting (22)
- ☐ Student loan repayment program (23)
- ☐ Computer reimbursement (24)
- ☐ Tickets to sporting events, concerts, etc. (25)
- ☐ Profit sharing (26)
- ☐ Other (27)
- ☐ Other (28)

---

*Carry Forward Selected Choices from "Please select any other benefit(s) your organization offers your employees. (Select all that apply)"*



Q54 As briefly as possible, please describe the additional benefits you selected in the previous question:

	Description (1)
Paid time off sharing/donation program (x1)	
Prescription drug card (x2)	
Childcare assistance (x3)	
Tuition reimbursement (x4)	
Parking privileges (x5)	
Employee assistance plan (x6)	
Wellness program (x7)	
Credit union membership (x8)	
Low/no interest computer loans (x9)	

Wedding leave (x10)	
Remote working options (Not related to COVID-19) (x11)	
Care giver assistance (x12)	
Cell phone reimbursement (x13)	
Commuting reimbursement (x14)	
Employee reward program (x15)	
Family planning benefits (x16)	
Financial wellness and Planning program (x17)	
Flexible scheduling (x18)	
Housing reimbursement (x19)	

Mental health screenings (x20)	
Pet health insurance (x21)	
Pet sitting (x22)	
Student loan repayment program (x23)	
Computer reimbursement (x24)	
Tickets to sporting events, concerts, etc. (x25)	
Profit sharing (x26)	
Other (x27)	
Other (x28)	

End of Block: Benefits

Start of Block: Training and Talent Attraction

Q55 What type(s) of resources do you use to recruit potential employees? (Select all that apply)

- ☐ Word of Mouth (1)
- ☐ Facebook (2)
- ☐ Twitter (3)
- ☐ LinkedIn (4)
- ☐ Local Newspaper (5)
- ☐ National Newspaper(s) (6)
- ☐ Local Radio (7)
- ☐ National Radio (8)
- ☐ OhioMeansJobs - Union County (9)
- ☐ OhioMeansJobs - Logan County (10)
- ☐ Indeed.com (11)
- ☐ Monsterboard.com (12)
- ☐ Other Online Job Posting Website(s) (13)
- ☐ Trade Organizations (online or print) (14)
- ☐ Email Distributions (15)
- ☐ Job/Career Fairs (16)
- ☐ Staffing/Employment Agencies (17)
- ☐ Internal Job Postings (18)
- ☐ Other (19) \_\_\_\_\_



Carry Forward Selected Choices from "What type(s) of resources do you use to recruit potential employees? (Select all that apply)"



Q56 Please order the following recruitment methods from the methods selected in the previous question by dragging them into rank order by effectiveness with the top choice being most effective.

- \_\_\_\_\_ Word of Mouth (1)
- \_\_\_\_\_ Facebook (2)
- \_\_\_\_\_ Twitter (3)
- \_\_\_\_\_ LinkedIn (4)
- \_\_\_\_\_ Local Newspaper (5)
- \_\_\_\_\_ National Newspaper(s) (6)
- \_\_\_\_\_ Local Radio (7)
- \_\_\_\_\_ National Radio (8)
- \_\_\_\_\_ OhioMeansJobs - Union County (9)
- \_\_\_\_\_ OhioMeansJobs - Logan County (10)
- \_\_\_\_\_ Indeed.com (11)
- \_\_\_\_\_ Monsterboard.com (12)
- \_\_\_\_\_ Other Online Job Posting Website(s) (13)
- \_\_\_\_\_ Trade Organizations (online or print) (14)
- \_\_\_\_\_ Email Distributions (15)
- \_\_\_\_\_ Job/Career Fairs (16)
- \_\_\_\_\_ Staffing/Employment Agencies (17)
- \_\_\_\_\_ Internal Job Postings (18)
- \_\_\_\_\_ Other (19)

---

Page Break

Q57 When thinking about the local workforce, would you characterize any of the following issues as a concern for your organization? (Select all that apply)

- ☐ Average age of local workforce (1)
- ☐ Cost of labor (2)
- ☐ Employee retention (3)
- ☐ General labor availability (4)
- ☐ Employee training (5)
- ☐ Availability of affordable housing (6)
- ☐ Finding qualified/appropriately skilled candidates (7)
- ☐ Drug and alcohol dependence (8)
- ☐ Transportation availability (9)
- ☐ Other (10) \_\_\_\_\_
- ☐ Other (11) \_\_\_\_\_

---

*Carry Forward Selected Choices from "When thinking about the local workforce, would you characterize any of the following issues as a concern for your organization? (Select all that apply)"*



Q58 Please rank the workforce concern(s) you identified in the previous question with 1 being your biggest concern, until all concerns have been ranked. You may not rank two concerns with the same value (i.e. a "tie").

- \_\_\_\_\_ Average age of local workforce (1)
- \_\_\_\_\_ Cost of labor (2)
- \_\_\_\_\_ Employee retention (3)
- \_\_\_\_\_ General labor availability (4)
- \_\_\_\_\_ Employee training (5)
- \_\_\_\_\_ Availability of affordable housing (6)
- \_\_\_\_\_ Finding qualified/appropriately skilled candidates (7)
- \_\_\_\_\_ Drug and alcohol dependence (8)
- \_\_\_\_\_ Transportation availability (9)
- \_\_\_\_\_ Other (10)
- \_\_\_\_\_ Other (11)

---

Page Break

Q59 In general, has your organization identified any barriers to HIRING qualified employees?

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Q60 In general, has your organization identified any barriers to RETAINING qualified employees?

---

Q61 When thinking about former and current employees over the past 12 months, what specific skills (soft or technical/industry specific) would you characterize as lacking?

---

Q62 Does your organization allow for the employment of minors?

☐ Yes we allow for the part time employment of minors (6)

☐ Yes we allow for internships for minors (7)

☐ Yes we allow for apprenticeships for minors (8)

☒ No we do not allow for any employment of minors (9)

Q63 Does your organization allow for the employment of felons? If yes, please indicate any limitations you may place on hiring felons.

☐ Yes (1) \_\_\_\_\_

☐ No (2)

Q64 Are you engaged in activities to hire employees from outside the Central Ohio area? If yes, please explain.

☐ Yes (1) \_\_\_\_\_

☐ No (2)

---

Q65 Which of the following resources do you use to meet your training needs?

☐ Coaching and mentoring (1)

☐ Computer-based and e-learning (2)

☐ Hands-on training (3)

☐ Instructor-led classroom training (4)

☐ Video training (5)

☐ Other (6) \_\_\_\_\_

---

Q66 Which of the following training programs/focus areas do you utilize?

- ☐ Compliance and ethics training (1)
  - ☐ Continuity of operations planning (2)
  - ☐ Diversity and inclusion training (3)
  - ☐ Customer service training (4)
  - ☐ Leave of absence training (5)
  - ☐ Mental health first aid and crisis prevention (6)
  - ☐ Non-discrimination training (7)
  - ☐ Performance management training (8)
  - ☐ Safety training (Hazmat, PPE) (9)
  - ☐ Sexual harassment training (10)
  - ☐ Whistleblower training (11)
  - ☐ Substance abuse training (12)
  - ☐ Workplace violence prevention (13)
  - ☐ Other (14) \_\_\_\_\_
-

Q67 Have you had any trouble accessing training resources? (Select all that apply) If yes, please explain.

☐ Yes, we are having trouble identifying resources (1)

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☐ Yes, we are having trouble funding resources (2)

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☐ Other (3) \_\_\_\_\_

☐ No (4)

-----

Q68 Which of the following programs have you utilized?

- ☐ ApprenticeshipOhio (1)
- ☐ Federal Co-Op Internship Program (2)
- ☐ JobsOhio Workforce Grant (3)
- ☐ Ohio BWC Safety Training (4)
- ☐ Ohio Career Exploration Internship Program (5)
- ☐ Ohio continuing education for license holders program (6)
- ☐ Ohio Export Internship Program (7)
- ☐ Ohio incumbent workforce training voucher (8)
- ☐ Ohio job creation tax credit program (9)
- ☐ Ohio Means Internships (10)
- ☐ Ohio on-the-job training program (11)
- ☐ Ohio TechCred Program (12)
- ☐ Ohio Third Frontier Internship Program (13)
- ☐ Ohio Work Opportunity Tax Credit (14)
- ☐ Ohio MEP High School Internship Program (17)
- ☐ Other High School Internship Program (15)
- ☐ Other (16) \_\_\_\_\_

---

*Display This Question:*

*If Which of the following programs have you utilized? = Other High School Internship Program*



Q69 Did you find the high school internship program to add utility to your organization? Please select yes or no and indicate why or why not.

☐ Yes (1) \_\_\_\_\_

☐ No (2) \_\_\_\_\_

---

Q70 As part of your talent attraction efforts, do you utilize any partnerships with K-12, career tech or higher educational institutions? If yes, please describe. If possible, please indicate which school(s) you work(ed) with.

☐ Yes (1) \_\_\_\_\_

☐ No (2)

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Q71 As part of your training program, do you require your employees to obtain any certifications? If yes, please describe.

☐ Yes (1) \_\_\_\_\_

☐ No (2)

---

Page Break

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End of Block: Training and Talent Attraction

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Start of Block: Final Message

Q100 Advancing past this page will submit the survey. Changes or additions to the survey will not be allowed once the survey has been submitted.

End of Block: Final Message

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