

2014 Wage and Benefit Survey Logan & Union Counties, Ohio

In 2014, the Union County Economic Development Partnership and the Logan County Chamber of Commerce partnered to survey manufacturers and major corporations to gather information on the wages and benefits offered to employees. This survey of human resource practices represents the self-reported descriptions of salaries, wages, and benefits from 14 manufacturers within Logan and Union Counties.

Companies were asked to provide information on the following topics:

1. Company Location
2. Length of Operation
3. Unionization
4. Peak Employment
5. Benefit Programs
6. Annual Vacation
7. Personal Days
8. Sick Days
9. Paid Holidays
10. Additional Benefits
11. Wage Information (Various Positions)

The information used in this survey is self-reported by the participating organizations and is only as accurate and complete as provided by them. Confidentiality is promised to participants and information is not included if readers might be able to connect it to specific companies or organizations. Not all participants answered all questions so totals may be inconsistent across the survey.

As in previous years, we hope that you are able to utilize the information in the operation of your business or organization. We thank each of the companies who responded to the survey and we look forward to working with all companies and organizations in our respective communities.

If you have any questions or comments regarding this survey, please feel free to contact the Union County Economic Development Partnership at (937) 642-6279 or the Logan County Chamber of Commerce at (937) 599-5121.



Company Location

| | | |
|------------------|---------------|-------|
| Logan County | 7 Respondents | 53.8% |
| Union County | 5 Respondents | 38.4% |
| Champaign County | 1 Respondent | 7.6% |

Length of Operation

| | | |
|-------------|----------------|-------|
| 20+ Years | 11 Respondents | 78.5% |
| 16-20 Years | 1 Respondent | 7.1% |
| 11-15 Years | 1 Respondent | 7.1% |
| 0-5 Years | 1 Respondent | 7.1% |

Unionization

| | | |
|-----|---------------|-------|
| Yes | 5 Respondents | 38.4% |
| No | 8 Respondents | 61.5% |

Peak Employment in 2013

| | |
|------------------------------|-----|
| Average Total Employment: | 176 |
| Average Hourly/Non-exempt: | 126 |
| Average Salary/Exempt: | 71 |
| Average Permanent Part-time: | 20 |
| Average Seasonal: | 3 |

Benefit Programs

| | |
|---|-------|
| Full Benefits Provided to Hourly/Non-exempt: | 83.3% |
| Partial Benefits Provided to Hourly/Non-exempt: | 16.6% |
| Full Benefits Provided to Salary/Exempt: | 92.8% |
| Partial Benefits Provided to Salary/Exempt: | 7.1% |
| Full Benefits Provided to Permanent Part-time: | 0 |
| Partial Benefits Provided to Permanent Part-time: | 50% |
| Full Benefits Provided to Seasonal: | 0 |
| Partial Benefits Provided to Seasonal: | 30% |

Annual Vacation Provided Based on Employment Tenure

| | 0-1 Year | 2-5 Years | 6-10 Years | 11-15 Years | 15+ Years |
|--------|----------|-----------|------------|-------------|-----------|
| 1 Wk | 70% | 30% | 0 | 0 | 0 |
| 2 Wks | 16% | 66% | 16% | 0 | 0 |
| 3 Wks | 16% | 8% | 41% | 33% | 0 |
| 4 Wks | 11% | 11% | 11% | 33% | 0 |
| 4+ Wks | 14% | 0 | 14% | 0 | 71% |

Personal Days Provided Annually

| | |
|---------|-------|
| 0 Days | 53.8% |
| 1 Day | 0 |
| 2 Days | 0 |
| 3 Days | 38.4% |
| 4 Days | 7.6% |
| 4+ Days | 0 |

Sick Days Provided Annually

| | |
|------------|-------|
| 0 Days | 35.7% |
| 1-5 Days | 35.7% |
| 6-10 Days | 0 |
| 11-15 Days | 21.4% |
| 15+ Days | 7.1% |

Paid Holidays Provided Annually

| | |
|-----------|-------|
| 0 Days | 0 |
| 1-5 Days | 7.6% |
| 6-10 Days | 53.8% |
| 10+ Days | 38.4% |

Additional Benefits Provided

| | Yes, for All | Yes, for Hourly | Yes, for Salary | Yes, for Part- time | Yes, for Seasonal | No |
|-----------------------|-----------------|--------------------|--------------------|------------------------|----------------------|------|
| Injury Leave | 76.9 | 7.6 | 7.6 | 0 | 0 | 7.6 |
| Jury Leave | 85.7 | 0 | 7.1 | 0 | 0 | 7.1 |
| Bereavement Leave | 92.8 | 0 | 7.1 | 0 | 0 | 0 |
| Tuition Reimbursement | 57.1 | 14.2 | 14.2 | 0 | 0 | 14.2 |
| Short-term Disability | 69.2 | 0 | 15.2 | 0 | 0 | 15.3 |
| Long-term Disability | 61.5 | 0 | 23.1 | 0 | 0 | 15.3 |
| Life Insurance | 84.6 | 0 | 7.6 | 0 | 0 | 7.6 |
| Medical Insurance | 84.6 | 0 | 7.6 | 0 | 0 | 7.6 |
| Dental Insurance | 76.9 | 0 | 7.6 | 0 | 0 | 15.3 |
| Vision Care | 83.3 | 0 | 0 | 0 | 0 | 16.7 |
| Prescription Drug | 76.9 | 0 | 7.6 | 0 | 0 | 15.3 |
| Telecommuting | 0 | 0 | 8.3 | 0 | 0 | 91.6 |
| Flex-time | 0 | 8.3 | 16.6 | 0 | 8.3 | 66.6 |
| Childcare | 0 | 0 | 0 | 0 | 0 | 100 |

Wage Information

| Position | Minimum | Maximum |
|--------------------------------------|----------------|----------------|
| Accountant | \$22,000 | \$76,456 |
| Accounting Clerk | \$20,000 | \$52,832 |
| Administrative Assistant | \$20,000 | \$55,200 |
| Assembler – Electronic | \$35,000 | \$35,000 |
| Assembler – Heavy | \$22,880 | \$50,336 |
| Assembler – Light | \$27,600 | \$59,446 |
| Buyer | \$40,000 | \$60,000 |
| CAD Designer | \$50,000 | \$50,000 |
| Controller | \$50,500 | \$80,000 |
| Custodian/Janitor | \$41,558 | \$42,411 |
| Customer Service Manager | \$35,000 | \$52,000 |
| Customer Service Tech | \$30,000 | \$41,600 |
| Design Engineer | \$37,716 | \$85,000 |
| Desktop/Computer Support Coordinator | \$38,000 | \$67,000 |
| Desktop/Computer Support Specialist | \$32,000 | \$59,000 |
| Driver | \$24,960 | \$42,800 |
| Electrical Engineer | \$69,750 | \$69,750 |
| Engineering Manager | \$84,800 | \$84,800 |
| Fork Lift Operator | \$34,008 | \$51,280 |
| General Manager | \$42,000 | \$150,000 |
| Human Resources Assistant | \$30,160 | \$75,000 |
| Human Resources Manager | \$39,000 | \$120,000 |
| Information Systems Director | \$75,400 | \$75,400 |
| Inspector | \$45,760 | \$48,630 |
| Lab Technician | \$24,960 | \$50,200 |
| Machine Operator | \$24,000 | \$54,000 |
| Machinist | \$47,340 | \$52,000 |
| Maintenance Helper | \$27,800 | \$55,800 |
| Maintenance Manager | \$62,856 | \$85,000 |
| Maintenance Mechanic | \$45,760 | \$48,630 |

| Position | Minimum | Maximum |
|-------------------------------|----------------|----------------|
| Maintenance Supervisor | \$68,000 | \$76,000 |
| Materials Handler | \$43,992 | \$46,488 |
| Mechanical Engineer | \$52,000 | \$60,000 |
| Network Administrator | \$75,000 | \$75,000 |
| Payroll Clerk | \$38,000 | \$38,000 |
| Payroll Supervisor/Manager | \$35,360 | \$76,456 |
| Plant Manager | \$140,000 | \$140,000 |
| Process Engineer | \$32,700 | \$58,000 |
| Production – General | \$20,700 | \$49,500 |
| Production – Lead | \$27,700 | \$29,300 |
| Production Planner/Scheduler | \$41,000 | \$41,000 |
| Production Supervisor/Manager | \$40,000 | \$84,800 |
| Programmer Analyst | \$60,000 | \$60,000 |
| Purchasing Manager | \$40,040 | \$65,000 |
| Quality Control Manager | \$15,200 | \$60,000 |
| Quality Control Supervisor | \$32,000 | \$40,000 |
| Quality Control Technician | \$27,500 | \$45,032 |
| Receptionist | \$29,848 | \$32,032 |
| Safety Director | \$95,000 | \$109,980 |
| Safety Supervisor | \$34,840 | \$52,000 |
| Senior Accountant | \$40,000 | \$64,000 |
| Senior Buyer | \$60,000 | \$65,000 |
| Senior Design Engineer | \$65,000 | \$135,000 |
| Senior Lab Technician | \$41,496 | \$69,156 |
| Senior Maintenance Mechanic | \$49,025 | \$51,833 |
| Senior Programmer Analyst | \$70,000 | \$101,000 |
| Senior Systems Analyst | \$75,000 | \$75,000 |
| Senior Tool & Die Maker | \$79,500 | \$79,500 |
| Systems Analyst | \$65,000 | \$65,000 |
| Tool & Die Maker | \$47,944 | \$50,752 |
| Warehouse Worker | \$21,800 | \$50,000 |