




2014 Elkhart County Wage & Benefit Summary

Economic Development Corporation of Elkhart County, Indiana
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Information in this report has been extracted from the 2014 Wage and Benefit Report for Elkhart County.

A full “Report” is available in pdf format to purchase for \$45.00. The cost to investors in the EDC of Elkhart County will be \$35.00.

Email your request for a copy of the full report to:
edc@elkhartcountybiz.com.

All Chambers of Commerce in Elkhart County are partners in support of this quality tool:

- Greater Elkhart Chamber of Commerce
- Greater Goshen Chamber of Commerce
- Middlebury Chamber of Commerce
- Nappanee Chamber of Commerce
- New Paris Chamber of Commerce
- Wakarusa Chamber of Commerce

If you would like to participate in the 2015 Wage and Benefit Survey, please email edc@elkhartcountybiz.com to have your name added to the list. An announcement will be sent on the new survey at the end of April. The survey will be open from May 1, 2015 to May 31, 2015. If you participate in the full survey, you will receive a complimentary copy of the full report.



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Wages

Converted to Annual Salary

Category	Position	# of workers	Min Rate Avg	Act Rate Avg	Max Rate Avg
Administrative	General Manager / President	136	\$127,720	\$182,359	\$242,475
Finance	Accountant	88	\$44,387	\$56,327	\$78,982
	Accounts Payable / Receivable Clerk	133	\$27,040	\$33,280	\$37,440
	Chief Financial Manager	50	\$109,644	\$116,882	\$131,632
	Credit Manager	13	\$37,474	\$46,294	\$54,518
Human Resources	HR Generalist	27	\$39,681	\$46,140	\$53,293
	Recruitment Specialist	11	\$37,295	\$47,118	\$55,136
	Training and Development Specialist	5	\$52,062	\$54,279	\$57,198
Maintenance and Repair	Maintenance Mechanic	62	\$33,280	\$43,680	\$49,920
Medical Professionals	Nurse, Manager / Unit Director	12	\$44,778	\$56,769	\$66,312
	Nurse, Registered	478	\$49,920	\$66,560	\$74,880
Office Support	Data Entry Clerk	45	\$20,800	\$24,960	\$33,280
	Executive Secretary / Administrative Assistant	60	\$31,136	\$38,600	\$44,244
	File Clerk	43	\$20,800	\$24,960	\$31,200
	Mail Clerk	42	\$18,720	\$24,960	\$31,200
	Receptionist	79	\$22,880	\$24,960	\$31,200
Production	CNC Machinist	286	\$24,960	\$29,120	\$31,200
	Group Leader	490	\$43,680	\$52,000	\$70,720
	Materials Manager	17	\$62,322	\$74,867	\$86,003
	Production Manager / Foreman	157	\$55,444	\$67,949	\$90,763
	Purchasing Manager	47	\$58,818	\$69,889	\$82,018
	Quality Control Manager	39	\$61,682	\$69,122	\$77,911
Sales and Customer Service	Advertising/Marketing/Public Relations Manager	28	\$57,711	\$69,419	\$85,506
	Call Center Manager	23	\$49,431	\$60,374	\$72,455
	Call Center Team Leader	17	\$34,791	\$38,560	\$43,285
	Customer Service/Telephone Representative	186	\$33,280	\$35,360	\$43,680
	Order and Billing Clerk	63	\$29,120	\$33,280	\$39,520
	Product Specialist	49	\$44,694	\$54,687	\$68,485
	Sales Manager / Supervisor	85	\$98,134	\$136,568	\$228,115
Technical	Computer Programmer	28	\$55,184	\$62,066	\$73,450
	Electrical Engineer	8	\$53,902	\$67,102	\$81,023
	Engineer (Not Otherwise Specified)	38	\$56,563	\$71,254	\$89,232
	Engineering Manager	28	\$78,484	\$91,135	\$107,277
	Information Technology Officer	29	\$66,384	\$77,922	\$81,363
	Industrial Engineer	5	\$59,024	\$71,762	\$84,824
	Manufacturing Engineer	24	\$52,283	\$63,489	\$70,621
	Mechanical Engineer	22	\$57,221	\$72,574	\$93,436
	Network and Computer Systems Administrator	23	\$60,058	\$68,873	\$76,952
	System Analyst	9	\$64,360	\$71,334	\$83,784
Transportation	Driver, Truck Light or Delivery Services	75	\$27,040	\$35,360	\$39,520



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Wages

Converted to Hourly Rate

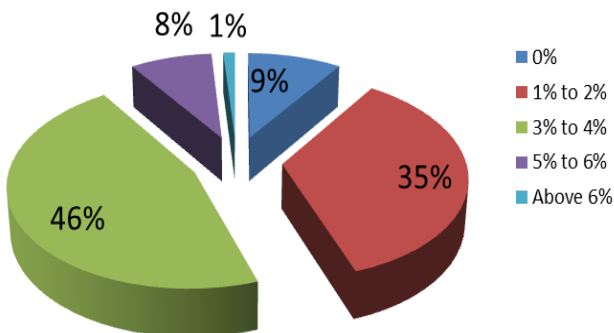
Category	Position	# of workers	Min Rate Avg	Act Rate Avg	Max Rate Avg
Construction	Carpenter	24	\$15	\$20	\$24
	Construction Manager	9	\$28	\$32	\$35
	Electrician	2	\$20	\$20	\$20
	General Millwright	25	\$20	\$23	\$25
Finance	Bill and / or Account Collector	25	\$14	\$17	\$21
	Payroll Clerk	27	\$15	\$18	\$20
Housekeeping	Housekeeper / Cleaner	64	\$10	\$11	\$13
	Janitor	14	\$11	\$13	\$15
Human Resources	Benefits Specialist	10	\$17	\$20	\$22
	Human Resources Manager	36	\$27	\$31	\$35
Legal Professionals	Attorney	29	\$28	\$28	\$28
	Paralegal	99	\$10	\$11	\$16
Maintenance and Repair	Maintenance Mechanic, Motor Vehicle	62	\$16	\$21	\$24
	Manager of Mechanics, Installers and Repairers	75	\$21	\$26	\$28
Medical Professionals	Certified Nurse Assistant	7	\$10	\$13	\$17
	Counselor / Human Service Worker	67	\$16	\$20	\$29
	Medical Assistant	72	\$12	\$15	\$16
	Radiological Technologist and Technician	37	\$18	\$23	\$30
Office Support	Administrative Service Manager	10	\$17	\$19	\$23
	Office Manager	21	\$20	\$24	\$26
	Secretary	31	\$11	\$15	\$17
	Typist and Word Processor	2	\$13	\$15	\$17
Production	Assembler, skilled	513	\$11	\$13	\$15
	Assembler, unskilled	3883	\$14	\$16	\$17
	Buyer / Purchasing Agent	76	\$21	\$24	\$29
	CNC Operator	76	\$12	\$15	\$17
	Cutting, Punching and / or Press Machine Operator	279	\$11	\$14	\$17
	Drilling and / or Boring Machine Operator	4	\$12	\$14	\$17
	Manual Machinist	206	\$14	\$17	\$19
	Mold Maker	11	\$11	\$18	\$19
	Operations / Plant Manager	125	\$36	\$44	\$65
	Painting / Spraying Machine Operator	33	\$14	\$17	\$19
	Plastic Processing Machine Operator	92	\$13	\$15	\$19
	Production Control Worker	10	\$15	\$16	\$17
	Tool and Die Maker	33	\$18	\$22	\$26
	Quality Control Inspector / Tester	140	\$16	\$19	\$22
	Welder, Cutter, Solderer and / or Brazier	214	\$14	\$18	\$21

Wages

Converted to Hourly Rate

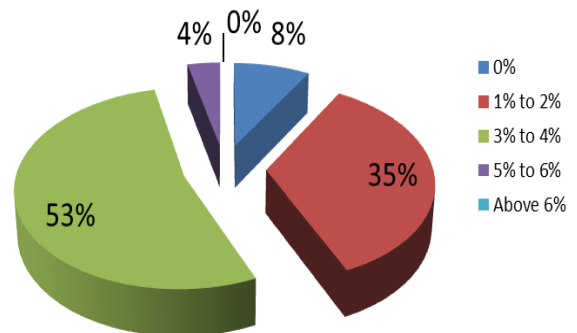
Category	Position	# of workers	Min Rate Avg	Act Rate Avg	Max Rate Avg
Sales and Customer Service	Sales Representative / Account Executive	393	\$32	\$85	\$192
Technical	CAD Technician	60	\$17	\$22	\$25
	Computer Support Specialist	22	\$18	\$21	\$26
	Designer	23	\$19	\$23	\$30
	Estimator	16	\$17	\$22	\$31
	Graphic Designer	12	\$17	\$23	\$27
	IT Hardware Installer / Maintenance Professional	7	\$22	\$24	\$26
	IT Support Specialist	11	\$18	\$20	\$25
	Laboratory / Engineering Technician	11	\$18	\$20	\$24
	Technical Support Specialist	3	\$16	\$21	\$25
Transportation & Material Handling	Driver, Bus	42	\$11	\$14	\$15
	Driver, Truck Heavy and Tractor-Trailer	62	\$16	\$17	\$20
	Heavy Equipment Operator	8	\$14	\$20	\$21
	Inventory Control Coordinator	11	\$15	\$15	\$17
	Picker and Packer	177	\$12	\$14	\$16
	Shipping, Receiving and / or Traffic Clerk	147	\$13	\$15	\$16
	Supervisor / Manager of Material Movers	17	\$20	\$22	\$25
	Transportation, Storage and Distribution Manager	20	\$18	\$20	\$24

Wage Increases in 2014



Average Wage Increase in 2014 is 2.7%
Typical Wage Increase in 2014 is 3.5%

Wage Increases in 2015



Average Wage Increase in 2015 will be 2.6%
Typical Wage increase in 2015 would be 3.5%



Benefits

Life Insurance

Average of Hourly and Salary

Life insurance offered	89%
Employees are eligible for coverage in 1 to 30 days (% yes)	24%
Employees are eligible for coverage in 1 to 3 months (% yes)	50%
Employees are eligible for coverage in 3 to 6 months (% yes)	21%
Employees are eligible for coverage in 6 months to 1 year (% yes)	4%
Employees are eligible for coverage after 1 year (% yes)	1%
Flat amount of insurance coverage (% yes)	74%
Salary percentage (% yes)	39%

Pension

Traditional pension plan offered (% yes)	12%
Pension average monthly employee contributions (% yes)	12%
At what age does an employee become eligible?	59

401(k) / 403 (b)

401(k) or 403(b) or similar plans offered (% yes)	89%
Employees are eligible for coverage in 1 to 30 days (% yes)	27%
Employees are eligible for coverage in 1 to 3 months (% yes)	18%
Employees are eligible for coverage in 3 to 6 months (% yes)	17%
Employees are eligible for coverage in 6 months to 1 year (% yes)	14%
Employees are eligible for coverage after 1 year (% yes)	24%
What percentage of earnings may an employee pay into the fund?	51%
Does company make a matching contribution to the fund?	15%
What % of employee's contribution does company match?	15%
Match guaranteed (% yes)	57%
Match intended (% yes)	53%

Training

Training / Education benefits offered (% yes)	57%
Employees are eligible for coverage in 1 to 30 days (% yes)	34%
Employees are eligible for coverage in 1 to 3 months (% yes)	18%
Employees are eligible for coverage in 3 to 6 months (% yes)	17%
Employees are eligible for coverage in 6 months to 1 year (% yes)	12%
Employees are eligible for coverage after 1 year (% yes)	19%
Tuition assistance (% yes)	47%
Must the classes be job related (% yes)	56%
Employer's percentage contribution toward tuition / fees?	84%
In-house training available (% yes)	69%
Off-site training available (% yes)	63%



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Benefits

Other Incentives

Average of Hourly and Salary

Open Communication Policy	49%
Product Discounts	24%
Employee Assistance Programs	32%
Flexible Spending Accounts	29%
Casual Dress	31%
Informal Recognition Program	25%
Wellness	35%
Smoking Cessation	23%
Causal Dress Day	29%
Fitness Center Membership Subsidy	16%
Scholarships	7%
Flex Time	13%
Compressed Work Week	8%
English Assistance	2%
Job Sharing	3%
Telecommuting	9%
Other Transit Subsidy	1%
Tutoring	0%

Top Non-Financial Incentives:

- Open Communication Policy
- Wellness
- Employee Assistance Programs
- Flexible Spending Accounts
- Casual Dress Day



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Benefits

Health Insurance

Average of Hourly and Salary

Organization offers health insurance (% yes)	96%
Organization offers health coverage for family members (% yes)	94%
Organization considering dropping health coverage in the coming year (% yes)	2%

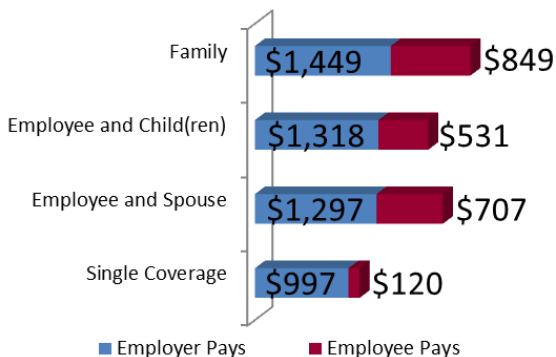
Health Savings Accounts

Organization offers only HSA or HRA plans (% yes)	32%
Organization offers optional HSA or HRA plan (% yes)	38%
Organization does not offer HSA or HRA plan (% yes)	30%

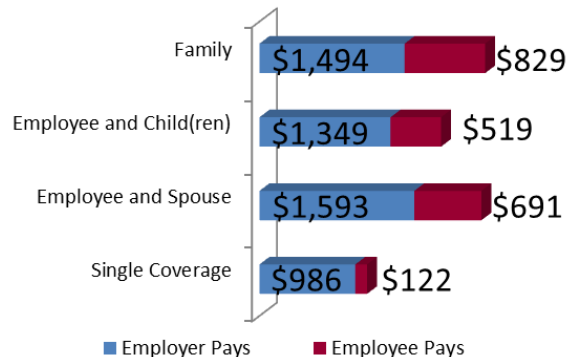
Wellness

Does organization offer wellness incentives (% yes)	41%
Maximum an employee may earn in wellness incentives?	\$704

Self-Insured - Hourly



Self-Insured - Salaried





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Benefits

Self Insured

Average of Hourly and Salary

Employees are eligible for coverage in 1 to 30 days (% yes)	21%
Employees are eligible for coverage in 1 to 3 months (% yes)	50%
Employees are eligible for coverage in 3 to 6 months (% yes)	28%
Organization offers coverage to family members (% yes)	95%
Employee pays monthly for employee only	\$120
Employee pays monthly for spouse	\$699
Employee pays monthly for child(ren)	\$525
Employee pays monthly for family	\$839
Employer pays monthly for employee only	\$992
Employer pays monthly for spouse	\$1,445
Employer pays monthly for child(ren)	\$1,334
Employer pays monthly for family	\$1,472
Annual deductible per person	\$1,512
Annual deductible per family	\$3,223
If costs are split between organization, and employee, what is the organization's %	62%
Average copay for routine office visits	\$24
Maximum out of pocket expenses per employee	\$3,447
Maximum out of pocket expenses per family	\$7,196

Indemnity

Employees are eligible for coverage in 1 to 30 days (% yes)	28%
Employees are eligible for coverage in 1 to 3 months (% yes)	51%
Employees are eligible for coverage in 3 to 6 months (% yes)	15%
Employees are eligible for coverage after one year	6%
Organization offers coverage to family members (% yes)	96%
Employee pays monthly for employee only	\$86
Employee pays monthly for spouse	\$330
Employee pays monthly for child(ren)	\$272
Employee pays monthly for family	\$481
Employer pays monthly for employee only	\$294
Employer pays monthly for spouse	\$376
Employer pays monthly for child(ren)	\$347
Employer pays monthly for family	\$495
Annual deductible per person	\$2,400
Annual deductible per family	\$4,900
If costs are split between organization, and employee, what is the organization's %	77%
Maximum out of pocket expenses per employee	\$4,300
Maximum out of pocket expenses per family	\$8,250



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Benefits

Short Term Disability

Average of Hourly and Salary

Short term disability offered	65%
Employee covered after 1 to 30 days	23%
Employee covered after 1 to 3 months	50%
Employee covered after 3 to 6 months	17%
Percent of wages	63%
Maximum duration (weeks)	23

Long Term Disability

Long term disability offered	65%
Employee covered after 1 to 30 days	20%
Employee covered after 1 to 3 months	49%
Employee covered after 3 to 6 months	21%
Percent of wages	60%
Maximum age	65

Dental Plan

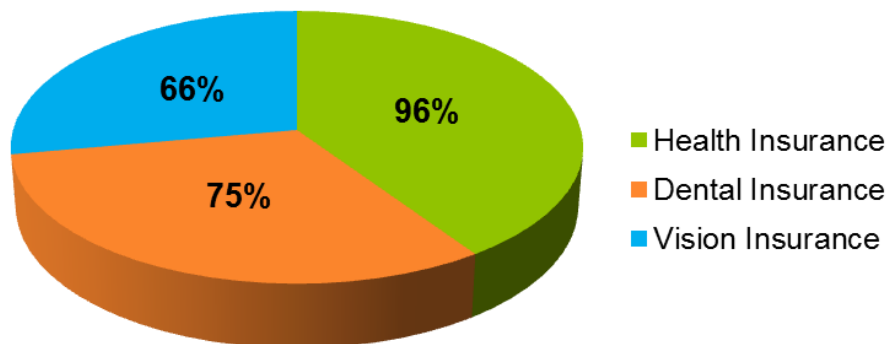
Dental plan offered	75%
Orthodontia coverage	68%
Employee covered after 1 to 30 days	22%
Employee covered after 1 to 3 months	50%
Employee covered after 3 to 6 months	28%
Annual Deductible	\$95
Annual benefit single coverage	\$1,208
Annual benefit family coverage	\$1,669
Employee pays monthly employee only	\$18
Employee pays monthly spouse	\$37
Employee pays monthly child(ren)	\$42
Employee pays monthly family	\$55
Employer pays monthly employee only	\$9
Employer pays monthly spouse	\$16
Employer pays monthly child(ren)	\$17
Employer pays monthly family	\$22
Preventive cost covered (%)	92%
Basic cost covered (%)	73%
Major cost covered (%)	51%

Benefits

Vision Plan

Average of Hourly and Salary

Vision plan offered	66%
Employee covered after 1 to 30 days	26%
Employee covered after 1 to 3 months	52%
Employee covered after 3 to 6 months	22%
Employee pays monthly employee only	\$6
Employee pays monthly spouse	\$11
Employee pays monthly child(ren)	\$12
Employee pays monthly family	\$17
Employer pays monthly employee only	\$4
Employer pays monthly spouse	\$4
Employer pays monthly child(ren)	\$5
Employer pays monthly family	\$5





Paid Time Off

Personal Days

Average of Hourly and Salary

Paid Personal days offered (%yes)	34%
How many personal days offered annually? (average)	3
Employees are eligible in 1 to 30 days (%yes)	34%
Employees are eligible in 1 to 3 months (%yes)	26%
Employees are eligible in 3 to 6 months (%yes)	20%
Employees are eligible in 6 months to 1 year (%yes)	10%
Employees are eligible after 1 year (%yes)	10%

Sick Days

Paid sick days offered (%yes)	29%
Employees are eligible in 1 to 30 days (%yes)	55%
Employees are eligible in 1 to 3 months (%yes)	18%
Employees are eligible in 3 to 6 months (%yes)	12%
Employees are eligible in 6 months to 1 year (%yes)	11%
Employees are eligible after 1 year (%yes)	4%
Number of sick days offered per year	4
Maximum days accumulated	4

Paid Vacation Days

Vacation days offered (%yes)	89%
Employees are eligible in 1 to 30 days (%yes)	27%
Employees are eligible in 1 to 3 months (%yes)	6%
Employees are eligible in 3 to 6 months (%yes)	20%
Employees are eligible in 6 months to 1 year (%yes)	13%
Employees are eligible after 1 year (%yes)	34%
Number of vacation days offered in first year	7
Number of years service to be eligible for 5 days	0.7
Number of years service to be eligible for 10 days	2.5
Number of years service to be eligible for 15 days	6.5
Number of years service to be eligible for 20 days	12
Number of years service to be eligible for more than 20 days	14

Bereavement Leave

Bereavement leave offered	89%
Employees are eligible in 1 to 30 days (%yes)	60%
Employees are eligible in 1 to 3 months (%yes)	15%
Employees are eligible in 3 to 6 months (%yes)	21%
Employees are eligible in 6 months to 1 year (%yes)	3%
Employees are eligible after 1 year (%yes)	1%
Number of funeral days offered per year	3

Paid Time Off

Jury Duty

Average of Hourly and Salary

Compensation offered (% yes)	72%
Wages plus payment from court (% yes)	35%
Wages minus payment from court (% yes)	58%
Payment from court only (% yes)	8%

Paid Holidays

Christmas	100%
Christmas Eve	50%
Columbus Day	1%
Day after Thanksgiving	57%
Election Day	1%
Floating Holiday	21%
Good Friday	37%
Independence Day	100%
Labor Day	98%
Lincoln's Birthday	0%
Memorial Day	99%
MLK Day	6%
New Years Day	98%
New Years Eve	24%
President's Day	4%
Thanksgiving	99%
Veterans' Day	3%
Washington's Birthday	0%

100% have Christmas off



100% have the 4th of July off

