

# 2015 Elkhart County Wage & Benefit Summary



**Economic Development Corporation of Elkhart County, Indiana**

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Information in this summary has been extracted from the 2015 Elkhart County Wage and Benefit Report. This year the full report has additional health insurance benefit information companies could consider for the future.

A full "Report" is available in pdf format to purchase for only \$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](mailto:edc@elkhartcountybiz.com).

If you would like to participate in the 2016 Wage and Benefit Survey, please email [edc@elkhartcountybiz.com](mailto: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, 2016 to May 31, 2016. If you participate in the full survey, you will receive a complimentary copy of the full report.



# Wages

Category	Position	# of workers	Converted to Annual Salary		
			Min Rate Avg	Act Rate Avg	Max Rate Avg
Administrative	General Manager / President	58	\$120,742	\$156,050	\$179,923
	Director of Human Resources	19	\$76,251	\$91,922	\$104,130
	Director of Engineering	23	\$84,958	\$91,727	\$103,825
	Vice President of Sales	28	\$128,029	\$144,403	\$169,708
	Director of Procurement	13	\$87,547	\$99,728	\$115,639
Finance	Chief Financial Manager	7	\$85,879	\$100,065	\$117,177
	Chief Financial Officer	15	\$88,345	\$103,616	\$117,339
	Controller	32	\$72,899	\$84,116	\$96,587
	Credit Manager	9	\$53,081	\$64,680	\$75,850
	Accountant	37	\$45,041	\$54,603	\$63,496
	Accounts Payable/Receivable Clerk	70	\$29,120	\$33,280	\$37,440
Human Resources	HR Generalist	20	\$48,574	\$53,911	\$66,894
	Recruitment Specialist	4	\$36,016	\$42,893	\$48,991
	Training and Development Specialist	5	\$40,949	\$46,404	\$61,473
Maintenance and Repair	Maintenance Mechanic	138	\$35,360	\$45,960	\$58,240
Medical Professionals	Nurse, Manager / Unit Director	5	\$49,254	\$61,391	\$70,769
	Nurse, Registered	511	\$43,680	\$66,560	\$81,120
Office Support	Data Entry Clerk	18	\$24,960	\$29,120	\$33,280
	Executive Secretary / Administrative Assistant	57	\$29,002	\$34,385	\$38,505
	Mail Clerk	3	\$31,200	\$33,280	\$37,440
	Receptionist	66	\$22,880	\$27,040	\$31,200
Production	CNC Machinist	44	\$29,120	\$35,360	\$41,600
	Group Leader	255	\$31,200	\$37,440	\$43,680
	Materials Manager	16	\$52,402	\$66,755	\$81,126
	Production Manager / Foreman	93	\$46,955	\$58,360	\$68,463
	Purchasing Manager	47	\$58,818	\$69,889	\$82,018
	Quality Control Manager	23	\$60,776	\$75,102	\$82,553
Sales and Customer Service	Advertising/Marketing/Public Relations Manager	19	\$52,109	\$63,375	\$74,616
	Call Center Manager	9	\$61,830	\$73,705	\$82,082
	Call Center Team Leader	17	\$44,103	\$51,452	\$61,564
	Customer Service/Telephone Representative	288	\$27,040	\$31,200	\$39,520
	Order and Billing Clerk	27	\$31,200	\$35,360	\$39,520
	Product Specialist	49	\$41,454	\$48,205	\$68,468
	Sales Manager / Supervisor	63	\$64,455	\$82,956	\$102,443
Technical	Computer Programmer	17	\$46,734	\$60,701	\$76,245
	Electrical Engineer	22	\$57,001	\$78,263	\$101,160
	Engineer (Not Otherwise Specified)	22	\$49,563	\$75,506	\$86,800
	Engineering Manager	25	\$70,519	\$91,097	\$100,701
	Chief Information Officer	8	\$79,714	\$89,159	\$92,659
	Industrial Engineer	3	\$46,771	\$58,110	\$67,078
	Manufacturing Engineer	32	\$58,880	\$79,438	\$91,448
	Mechanical Engineer	36	\$57,875	\$72,962	\$90,501
	Network and Computer Systems Administrator	14	\$50,168	\$59,290	\$67,014
	System Analyst	12	\$61,827	\$59,126	\$70,947
Transportation	Driver, Truck Light or Delivery Services	27	\$29,120	\$31,200	\$35,360



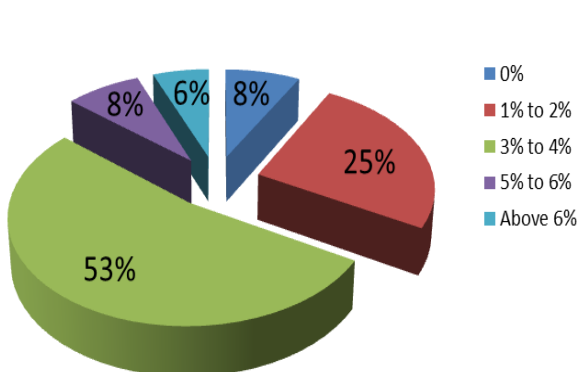
# Wages

Category	Position	# of workers	Converted to Hourly Rate		
			Min Rate Avg	Act Rate Avg	Max Rate Avg
Construction	Carpenter	25	\$13	\$19	\$24
	Construction Manager	3	\$26	\$29	\$30
	Electrician	13	\$19	\$22	\$27
	General Millwright	27	\$15	\$20	\$25
Finance	Bill and / or Account Collector	15	\$14	\$17	\$20
	Payroll Clerk	17	\$14	\$15	\$17
Housekeeping	Housekeeper / Cleaner	71	\$10	\$11	\$13
	Janitor	13	\$13	\$14	\$16
Human Resources	Benefits Specialist	5	\$21	\$25	\$29
	Human Resources Manager	26	\$27	\$32	\$37
Legal Professionals	Attorney	24	\$24	\$31	\$48
	Paralegal	14	\$12	\$16	\$18
Maintenance and Repair	Maintenance Mechanic, Motor Vehicle	13	\$16	\$20	\$22
	Manager of Mechanics, Installers and Repairers	25	\$24	\$30	\$34
Medical Professionals	Certified Nurse Assistant	8	\$10	\$12	\$14
	Counselor / Human Service Worker	81	\$15	\$21	\$23
	Medical Assistant	81	\$12	\$14	\$16
	Radiological Technologist and Technician	38	\$18	\$25	\$29
Office Support	Administrative Service Manager	2	\$18	\$23	\$28
	Office Manager	35	\$19	\$22	\$25
	Secretary	121	\$11	\$13	\$15
Production	Assembler, skilled	632	\$12	\$16	\$18
	Assembler, unskilled	298	\$11	\$12	\$14
	Buyer / Purchasing Agent	63	\$21	\$24	\$27
	Cutting, Punching and / or Press Machine Operator	139	\$12	\$14	\$16
	Drilling and / or Boring Machine Operator	7	\$15	\$17	\$18
	Manual Machinist	280	\$11	\$14	\$16
	Mold Maker	11	\$21	\$27	\$31
	Operations / Plant Manager	48	\$32	\$38	\$45
	Painting / Spraying Machine Operator	20	\$14	\$16	\$19
	Plastic Processing Machine Operator	203	\$11	\$14	\$18
	Production Control Worker	176	\$13	\$14	\$16
	Tool and Die Maker	16	\$17	\$20	\$23
	Quality Control Inspector / Tester	97	\$15	\$17	\$19
	Welder, Cutter, Solderer and / or Brazer	90	\$14	\$17	\$19

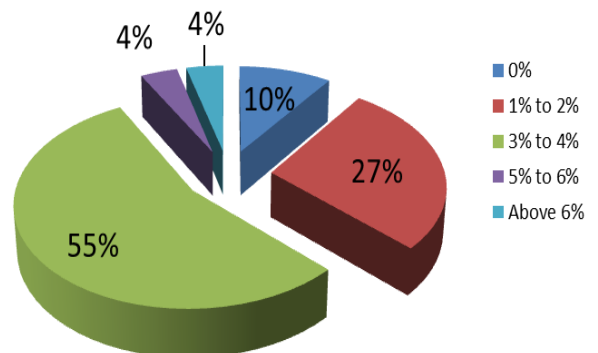
# Wages

Category	Position	# of workers	Converted to Hourly Rate		
			Min Rate Avg	Act Rate Avg	Max Rate Avg
Sales and Customer Service	Sales Representative / Account Executive	166	\$31	\$41	\$55
Technical	CAD Technician	22	\$18	\$21	\$25
	Computer Support Specialist	9	\$15	\$17	\$19
	Designer	22	\$19	\$25	\$30
	Estimator	13	\$16	\$19	\$22
	Graphic Designer	9	\$19	\$23	\$27
	IT Hardware Installer / Maintenance Professional	6	\$12	\$22	\$24
	IT Support Specialist	10	\$19	\$21	\$25
	Laboratory / Engineering Technician	12	\$19	\$23	\$27
	Technical Support Specialist	8	\$18	\$19	\$20
	Transportation & Material Handling	Driver, Truck Heavy and Tractor-Trailer	62	\$16	\$17
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 Transportation, Storage and Distribution		29	\$23	\$26	\$29
Manager		10	\$29	\$32	\$33

Wage Increases in 2015



Wage Increases in 2016



# Benefits

## Life Insurance

Life insurance offered	87%
Employees are eligible for coverage in 1 to 30 days (% yes)	29%
Employees are eligible for coverage in 1. to 3 months (% yes)	55%
Employees are eligible for coverage in 3 to 6 months (% yes)	14%
Employees are eligible for coverage in 6 months to 1 year (% yes)	0%
Employees are eligible for coverage after 1 year (% yes)	2%
Flat amount of insurance coverage (% yes)	71%
Salary percentage (% yes)	38%

## Pension

Traditional pension plan offered (% yes)	9%
Pension average monthly employee contributions (% yes)	90%
At what age does an employee become eligible?	52

## 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)	18%
Employees are eligible for coverage in 1 to 3 months (% yes)	24%
Employees are eligible for coverage in 3 to 6 months (% yes)	21%
Employees are eligible for coverage in 6 months to 1 year (% yes)	13%
Employees are eligible for coverage after 1 year (% yes)	24%
What percentage of earnings may an employee pay into the fund?	53%
Does company make a matching contribution to the fund?	72%
What % of employee's contribution does company match?	13%
Match guaranteed (% yes)	70%
Match intended (% yes)	33%

## Training

Training / Education benefits offered (% yes)	63%
Employees are eligible for coverage in 1 to 30 days (% yes)	48%
Employees are eligible for coverage in 1 to 3 months (% yes)	21%
Employees are eligible for coverage in 3 to 6 months (% yes)	15%
Employees are eligible for coverage in 6 months to 1 year (% yes)	16%
Employees are eligible for coverage after 1 year (% yes)	0%
Tuition assistance (% yes)	67%
Must the classes be job related (% yes)	90%
Employer's percentage contribution toward tuition / fees?	63%
In-house training available (% yes)	94%
Off-site training available (% yes)	94%

## Benefits

### Other Incentives

Open Communication Policy	59%
Product Discounts	33%
Employee Assistance Programs	42%
Flexible Spending Accounts	44%
Casual Dress	36%
Informal Recognition Program	40%
Wellness	57%
Smoking Cessation	38%
Causal Dress Day	37%
Fitness Center Membership Subsidy	23%
Scholarships	14%
Flex Time	17%
Compressed Work Week	18%
English Assistance	6%
Job Sharing	5%
Telecommuting	5%
Other Transit Subsidy	1%
Tutoring	0%

### Top Non-Financial Incentives:

- Open Communication Policy
- Wellness
- Flexible Spending Accounts
- Employee Assistance Programs
- Informal Recognition Program

# Benefits

## Health Insurance

Average Between Hourly and Salary

Organization offers health insurance (% yes)	92%
Organization offers health coverage for family members (% yes)	100%
Organization considering dropping health coverage in the coming year (% yes)	2%

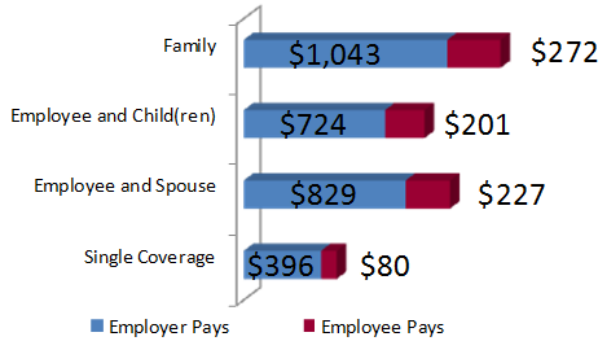
## Health Savings Accounts or Health Reimbursement Account

Organization offers only HSA or HRA plans (% yes)	23%
Organization offers optional HSA or HRA plan (% yes)	37%
Organization does not offer HSA or HRA plan (% yes)	39%

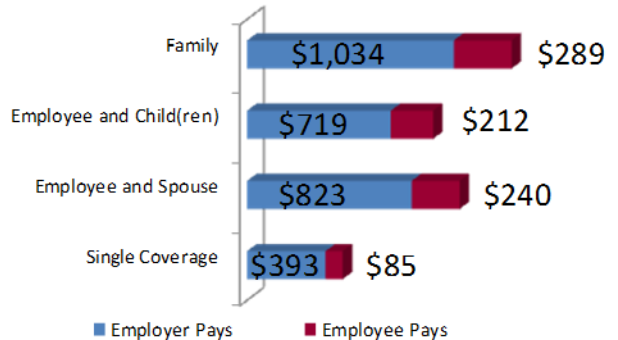
## Wellness

Does organization offer wellness incentives (% yes)	50%
Average amount that may be earned	\$515

### Self-Insured - Hourly



### Self-Insured - Salaried







# Benefits

## Self Insurance

Employees are eligible for coverage in 1 to 30 days (% yes)	20%
Employees are eligible for coverage in 1 to 3 months (% yes)	60%
Employees are eligible for coverage in 3 to 6 months (% yes)	17%
Organization offers coverage to family members (% yes)	89%
Employee pays monthly for employee only	\$83
Employee pays monthly for spouse	\$234
Employee pays monthly for child(ren)	\$207
Employee pays monthly for family	\$281
Employer pays monthly for employee only	\$395
Employer pays monthly for spouse	\$826
Employer pays monthly for child(ren)	\$722
Employer pays monthly for family	\$1,039
Annual deductible per person	\$3,044
Annual deductible per family	\$6,100
If costs are split between organization, and employee, what is the organization's %	82%
Average copay for routine office visits	\$15
Maximum out of pocket expenses per employee	\$4,356
Maximum out of pocket expenses per family	\$8,675

## Indemnity

Employees are eligible for coverage in 1 to 30 days (% yes)	7%
Employees are eligible for coverage in 1 to 3 months (% yes)	89%
Employees are eligible for coverage in 3 to 6 months (% yes)	4%
Employees are eligible for coverage after one year	0%
Organization offers coverage to family members (% yes)	100%
Employee pays monthly for employee only	\$334
Employee pays monthly for spouse	\$559
Employee pays monthly for child(ren)	\$314
Employee pays monthly for family	\$481
Employer pays monthly for employee only	\$334
Employer pays monthly for spouse	\$559
Employer pays monthly for child(ren)	\$497
Employer pays monthly for family	\$750
Annual deductible per person	\$2,758
Annual deductible per family	\$5,450
If costs are split between organization, and employee, what is the organization's %	63%
Maximum out of pocket expenses per employee	\$5,068
Maximum out of pocket expenses per family	\$9,493

## Benefits

### Short Term Disability

Short term disability offered	69%
Employee covered after 1 to 30 days	17%
Employee covered after 1 to 3 months	56%
Employee covered after 3 to 6 months	18%
Percent of wages	67%
Maximum duration (weeks)	21

### Long Term Disability

Long term disability offered	61%
Employee covered after 1 to 30 days	14%
Employee covered after 1 to 3 months	56%
Employee covered after 3 to 6 months	15%
Percent of wages	60%
Maximum age	65

### Dental Insurance

Dental plan offered	84%
Orthodontia coverage	84%
Employee covered after 1 to 30 days	23%
Employee covered after 1 to 3 months	63%
Employee covered after 3 to 6 months	14%
Annual Deductible	\$99
Annual benefit single coverage	\$1,513
Annual benefit family coverage	\$2,433
Employee pays monthly employee only	\$18
Employee pays monthly spouse	\$39
Employee pays monthly child(ren)	\$43
Employee pays monthly family	\$61
Employer pays monthly employee only	\$12
Employer pays monthly spouse	\$25
Employer pays monthly child(ren)	\$26
Employer pays monthly family	\$37
Preventive cost covered (%)	95%
Basic cost covered (%)	74%
Major cost covered (%)	50%

## Benefits

### Vision Insurance

Vision plan offered	65%
Employee covered after 1 to 30 days	21%
Employee covered after 1 to 3 months	64%
Employee covered after 3 to 6 months	15%
Employee pays monthly employee only	\$8
Employee pays monthly spouse	\$14
Employee pays monthly child(ren)	\$13
Employee pays monthly family	\$23
Employer pays monthly employee only	\$2
Employer pays monthly spouse	\$3
Employer pays monthly child(ren)	\$3
Employer pays monthly family	\$4

### Workforce Development

#### General Pay Practices

Average number of people hired in the past six months	36.7
Average number to be hired in the remainder of year	15.6
Average number of people laid off in the remainder of year	11
Average annual turnover as percent of workforce	21%

#### Drug Screening

Percent of companies requiring drug tests for all new hires	88%
Percentage of employees who fail drug screen are dismissed	74%

## Benefits

### Personal Days

Paid Personal days offered (% yes)	29%
How many personal days offered annually? (average)	12
Employees are eligible in 1 to 30 days (% yes)	27%
Employees are eligible in 1 to 3 months (% yes)	18%
Employees are eligible in 3 to 6 months (% yes)	31%
Employees are eligible in 6 months to 1 year (% yes)	3%
Employees are eligible after 1 year (% yes)	21%

### Sick Days

Paid sick days offered (% yes)	22%
Employees are eligible in 1 to 30 days (% yes)	61%
Employees are eligible in 1 to 3 months (% yes)	32%
Employees are eligible in 3 to 6 months (% yes)	3%
Employees are eligible in 6 months to 1 year (% yes)	4%
Employees are eligible after 1 year (% yes)	0%
Number of sick days offered per year	7
Maximum days accumulated	13

### Paid Vacation Days

Vacation days offered (% yes)	82%
Employees are eligible in 1 to 30 days (% yes)	17%
Employees are eligible in 1 to 3 months (% yes)	17%
Employees are eligible in 3 to 6 months (% yes)	12%
Employees are eligible in 6 months to 1 year (% yes)	10%
Employees are eligible after 1 year (% yes)	44%
Number of vacation days offered in first year	5
Number of years service to be eligible for 5 days	0.9
Number of years service to be eligible for 10 days	2
Number of years service to be eligible for 15 days	9
Number of years service to be eligible for 20 days	18
Number of years service to be eligible for more than 20 days	21

### Bereavement Leave

Bereavement leave offered	85%
Employees are eligible in 1 to 30 days (% yes)	61%
Employees are eligible in 1 to 3 months (% yes)	21%
Employees are eligible in 3 to 6 months (% yes)	16%
Employees are eligible in 6 months to 1 year (% yes)	2%
Employees are eligible after 1 year (% yes)	0%
Number of funeral days offered per year	3

## Benefits

### Jury Duty

Compensation offered (% yes)	75%
Wages plus payment from court (% yes)	37%
Wages minus payment from court (% yes)	63%
Payment from court only (% yes)	0%

### Holidays

Christmas	96%
Christmas Eve	50%
Columbus Day	0%
Day after Thanksgiving	62%
Election Day	0%
Floating Holiday	31%
Good Friday	40%
Independence Day	96%
Labor Day	92%
Lincoln's Birthday	0%
Memorial Day	95%
MLK Day	2%
New Years Day	98%
New Years Eve	24%
President's Day	2%
Thanksgiving	98%
Veterans' Day	2%
Washington's Birthday	0%

98% have New Years Day off



98% have Thanksgiving Day off

