

2016 Elkhart County Wage and Benefit Report



Economic Development Corporation of Elkhart County, Indiana
300 NIBCO Parkway, Suite 201, Elkhart, IN 46516
Phone: 574-293-5627 Fax: 574-343-2951
Email: edc@elkhartcountybiz.com



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Information in this summary has been extracted from the 2016 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 \$99.00. Email your request for a copy of the full report to: edc@elkhartcountybiz.com.

If you would like to participate in the 2017 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, 2017 to June 2, 2017. 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	60	\$111,274	\$155,533	\$258,270
	Director of Human Resources	17	\$75,634	\$86,707	\$93,913
	Director of Engineering	18	\$100,838	\$111,087	\$120,649
	Vice President of Sales	25	\$112,379	\$136,530	\$172,218
	Director of Procurement	11	\$118,768	\$128,154	\$134,332
Finance	Chief Financial Officer	21	\$124,596	\$135,467	\$157,217
	Controller	33	\$71,233	\$79,187	\$89,040
	Credit Manager	9	\$60,826	\$69,243	\$89,911
	Accountant	20	\$46,223	\$56,100	\$63,769
	Accounts Payable/Receivable Clerk	72	\$31,200	\$37,440	\$47,840
Human Resources	HR Generalist	22	\$44,349	\$48,240	\$54,564
	Recruitment Specialist	4	\$34,943	\$40,707	\$52,010
	Training and Development Specialist	6	\$46,313	\$56,117	\$64,090
Maintenance and Repair	Maintenance Mechanic	53	\$45,760	\$49,920	\$58,240
Medical Professionals	Nurse, Manager / Unit Director	4	\$53,662	\$58,649	\$76,416
	Nurse, Registered	507	\$37,440	\$64,480	\$89,440
Office Support	Data Entry Clerk	37	\$22,880	\$27,040	\$33,280
	Executive Secretary / Administrative Assistant	56	\$3,134	\$39,416	\$45,987
	Mail Clerk	20	\$20,800	\$24,960	\$33,280
	Receptionist	45	\$20,800	\$24,960	\$29,120
Production	CNC Machinist	5	\$47,840	\$49,920	\$56,160
	Group Leader	252	\$39,520	\$43,680	\$47,840
	Materials Manager	15	\$57,339	\$64,215	\$75,305
	Production Manager / Foreman	54	\$59,993	\$69,799	\$81,272
	Purchasing Manager	17	\$71,319	\$82,398	\$90,635
	Quality Control Manager	16	\$74,013	\$84,821	\$94,575
Sales and Customer Service	Advertising/Marketing/Public Relations Manager	28	\$46,213	\$60,969	\$76,463
	Call Center Manager	11	\$53,133	\$58,710	\$66,508
	Call Center Team Leader	4	\$44,250	\$47,056	\$61,500
	Customer Service/Telephone Representative	106	\$31,200	\$37,440	\$45,760
	Order and Billing Clerk	35	\$33,280	\$37,440	\$52,000
	Product Specialist	24	\$42,551	\$52,320	\$63,497
	Sales Manager / Supervisor	38	\$58,554	\$84,413	\$113,002
Technical	Computer Programmer	23	\$51,138	\$64,926	\$97,429
	Electrical Engineer	13	\$58,751	\$81,553	\$109,956
	Engineer (Not Otherwise Specified)	36	\$55,589	\$76,946	\$105,633
	Engineering Manager	17	\$77,668	\$90,701	\$102,459
	Chief Information Officer	7	\$93,417	\$99,060	\$107,660
	Industrial Engineer	5	\$60,800	\$61,800	\$62,800
	Manufacturing Engineer	44	\$56,417	\$66,384	\$78,775
	Mechanical Engineer	26	\$53,201	\$68,783	\$90,822
	Network and Computer Systems Administrator	16	\$58,359	\$64,231	\$73,577
System Analyst	8	\$65,767	\$69,647	\$77,348	
Transportation	Driver, Truck Light or Delivery Services	26	\$31,200	\$33,280	\$41,600



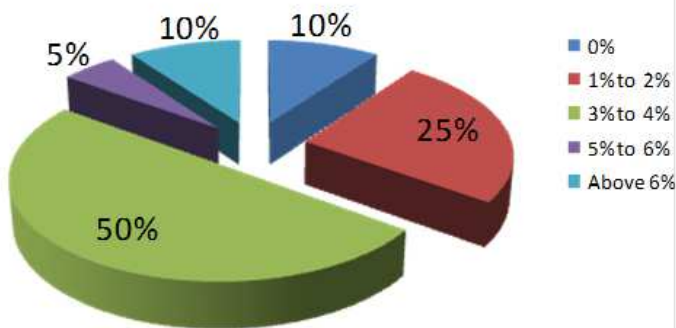
Wages

Category	Position	# of workers	Converted to Hourly Rate		
			Min Rate Avg	Act Rate Avg	Max Rate Avg
Construction	Construction Laborer	6	\$10	\$13	\$16
	Electrician	24	\$19	\$20	\$22
Finance	Bill and / or Account Collector	5	\$20	\$22	\$22
	Payroll Clerk	16	\$16	\$18	\$20
Housekeeping	Housekeeper / Cleaner	48	\$10	\$12	\$13
	Janitor	28	\$11	\$16	\$20
Human Resources	Benefits Specialist	4	\$22	\$24	\$26
	Human Resources Manager	17	\$29	\$33	\$37
Legal Professionals	Attorney	28	\$30	\$30	\$30
	Paralegal	98	\$11	\$13	\$18
Maintenance and Repair	Maintenance Mechanic, Motor Vehicle	18	\$18	\$21	\$23
	Manager of Mechanics, Installers and Repairers	26	\$26	\$30	\$34
Medical Professionals	Counselor / Human Service Worker	75	\$12	\$20	\$23
	Medical Assistant	311	\$10	\$12	\$15
	Radiological Technologist and Technician	10	\$21	\$25	\$49
Office Support	Administrative Service Manager	46	\$21	\$34	\$45
	Office Manager	34	\$18	\$23	\$27
	Secretary	57	\$11	\$13	\$15
Production	Assembler, skilled	1183	\$15	\$18	\$22
	Assembler, unskilled	643	\$11	\$15	\$18
	Buyer / Purchasing Agent	64	\$21	\$25	\$30
	Manual Machinist	12	\$15	\$18	\$21
	Mold Maker	10	\$15	\$28	\$35
	Operations / Plant Manager	42	\$40	\$46	\$51
	Painting / Spraying Machine Operator	38	\$10	\$12	\$18
	Plastic Processing Machine Operator	38	\$11	\$14	\$15
	Production Control Worker	11	\$15	\$19	\$22
	Tool and Die Maker	55	\$23	\$26	\$27
	Quality Control Inspector / Tester	88	\$14	\$16	\$19
Sales and Customer Service	Welder, Cutter, Solderer and / or Brazier	177	\$16	\$18	\$21
	Sales Representative / Account Executive	154	\$19	\$29	\$46

Wages

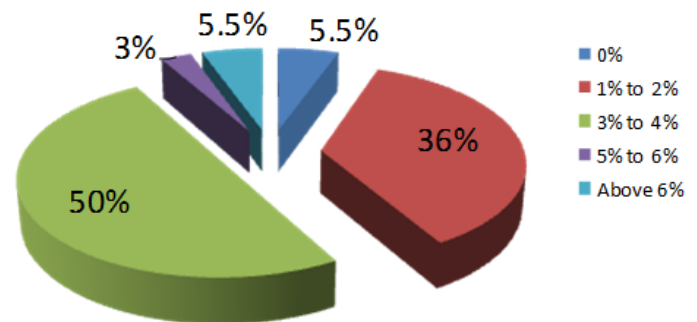
Category	Position	# of workers	Converted to Hourly Rate		
			Min Rate Avg	Act Rate Avg	Max Rate Avg
Technical	CAD Technician	14	\$21	\$26	\$31
	Computer Support Specialist	5	\$20	\$23	\$27
	Estimator	8	\$22	\$24	\$26
	Graphic Designer	11	\$17	\$20	\$24
	IT Support Specialist	6	\$18	\$22	\$26
	Laboratory / Engineering Technician	7	\$17	\$20	\$24
	Technical Support Specialist	2	\$15	\$16	\$18
Transportation & Material Handling	Driver, Truck Heavy and Tractor-Trailer	156	\$14	\$18	\$22
	Heavy Equipment Operator	7	\$13	\$17	\$22
	Inventory Control Coordinator	9	\$15	\$17	\$19
	Picker and Packer	69	\$12	\$14	\$19
	Shipping, Receiving and / or Traffic Clerk	101	\$14	\$16	\$18
	Supervisor / Manager of Material Movers	22	\$24	\$27	\$34
	Transportation, Storage and Distribution Manager	13	\$34	\$38	\$46

Wage Increases in 2016



Average Wage Increase in 2016 3.0%
Typical Wage Increase in 2016 3.0%

Wage Increases in 2017



Average Wage Increase in 2017 3.0%
Typical Wage Increase in 2017 2.9%



Benefits

Life Insurance*

Life insurance offered	82%
Employees are eligible for coverage in 1 to 30 days (% yes)	30%
Employees are eligible for coverage in 1 to 3 months (% yes)	57%
Employees are eligible for coverage in 3 to 6 months (% yes)	13%
Employees are eligible for coverage in 6 months to 1 year (% yes)	0%
Employees are eligible for coverage after 1 year (% yes)	0%
Flat amount of insurance coverage (% yes)	63%
Salary percentage (% yes)	37%

Pension*

Traditional pension plan offered (% yes)	9%
Pension average monthly employee contributions (% yes)	21%
At what age does an employee become eligible?	61.7

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)	22%
Employees are eligible for coverage in 1 to 3 months (% yes)	30%
Employees are eligible for coverage in 3 to 6 months (% yes)	17%
Employees are eligible for coverage in 6 months to 1 year (% yes)	21%
Employees are eligible for coverage after 1 year (% yes)	10%
What percentage of earnings may an employee pay into the fund?	54%
Does company make a matching contribution to the fund?	55%
What % of employee's contribution does company match?	24%
Match guaranteed (% yes)	59%
Match intended (% yes)	34%

Training*

Training / Education benefits offered (% yes)	57%
Employees are eligible for coverage in 1 to 30 days (% yes)	48%
Employees are eligible for coverage in 1 to 3 months (% yes)	17%
Employees are eligible for coverage in 3 to 6 months (% yes)	13%
Employees are eligible for coverage in 6 months to 1 year (% yes)	15%
Employees are eligible for coverage after 1 year (% yes)	7%
Tuition assistance (% yes)	57%
Must the classes be job related (% yes)	88%
Employer's percentage contribution toward tuition / fees ?	86%
In-house training available (% yes)	100%
Off-site training available (% yes)	85%

*Averages Between Hourly and Salary



Benefits

Health Insurance*

Organization offers health insurance (% yes)	90%
Organization offers health coverage for family members (% yes)	90%
Organization considering dropping health coverage in the coming year (% yes)	0%

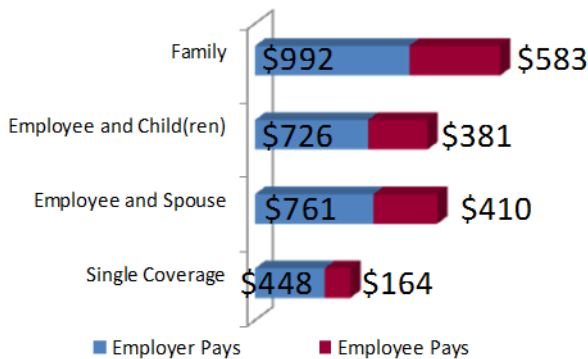
Health Savings Accounts or Health Reimbursement Account*

Organization offers only HSA or HRA plans (% yes)	24%
Organization offers optional HSA or HRA plan (% yes)	40%

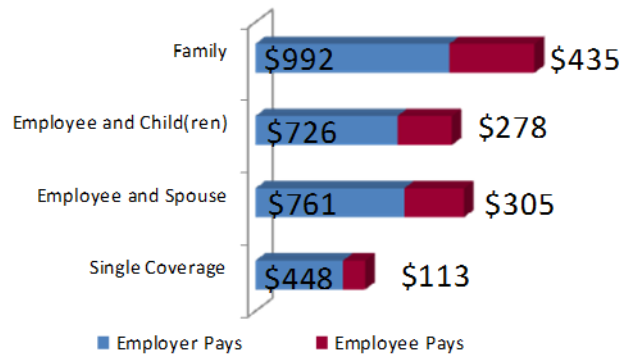
Wellness*

Does organization offer wellness incentives (% yes)	35%
Average amount that may be earned	\$819

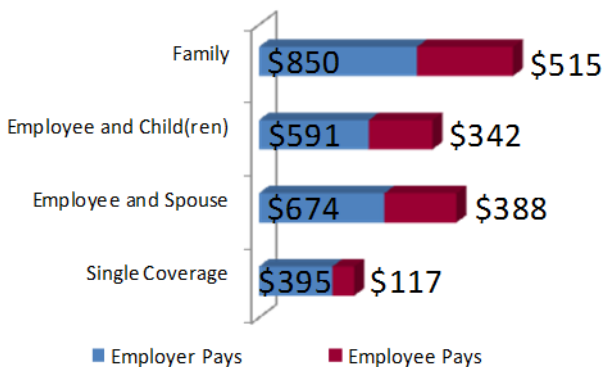
Self-Insured - Hourly



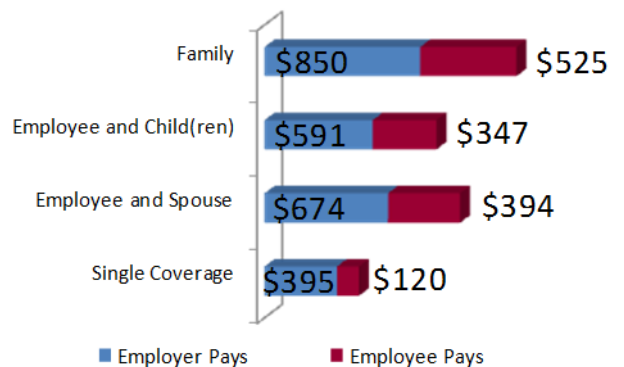
Self-Insured - Salaried



High Deductible Insurance - Hourly



High Deductible Insurance - Salaried



*Averages Between Hourly and Salary



Benefits

Self Insurance*

Employees are eligible for coverage in 1 to 30 days (% yes)	24%
Employees are eligible for coverage in 1 to 3 months (% yes)	60%
Employees are eligible for coverage in 3 to 6 months (% yes)	16%
Organization offers coverage to family members (% yes)	93%
Employee pays monthly for employee only	\$139
Employee pays monthly for spouse	\$358
Employee pays monthly for child(ren)	\$330
Employee pays monthly for family	\$509
Employer pays monthly for employee only	\$448
Employer pays monthly for spouse	\$761
Employer pays monthly for child(ren)	\$726
Employer pays monthly for family	\$992
Annual deductible per person	\$1,868
Annual deductible per family	\$3,795
If costs are split between organization, and employee, what is the organization's %	40%
Average copay for routine office visits	\$25
Maximum out of pocket expenses per employee	\$3,950
Maximum out of pocket expenses per family	\$7,292

Indemnity*

Employees are eligible for coverage in 1 to 30 days (% yes)	42%
Employees are eligible for coverage in 1 to 3 months (% yes)	50%
Employees are eligible for coverage in 3 to 6 months (% yes)	8%
Employees are eligible for coverage after one year	0%
Organization offers coverage to family members (% yes)	83%
Employee pays monthly for employee only	\$199
Employee pays monthly for spouse	\$556
Employee pays monthly for child(ren)	\$478
Employee pays monthly for family	\$757
Employer pays monthly for employee only	\$309
Employer pays monthly for spouse	\$501
Employer pays monthly for child(ren)	\$484
Employer pays monthly for family	\$809
Annual deductible per person	\$2,300
Annual deductible per family	\$5,000
If costs are split between organization, and employee, what is the organization's %	20%
Maximum out of pocket expenses per employee	\$4,800
Maximum out of pocket expenses per family	\$9,600

*Averages Between Hourly and Salary



Benefits

Dental Insurance*

Dental plan offered	87%
Orthodontia coverage	77%
Employee covered after 1 to 30 days	27%
Employee covered after 1 to 3 months	60%
Employee covered after 3 to 6 months	13%
Annual Deductible	\$78
Annual benefit single coverage	\$1,195
Annual benefit family coverage	\$1,535
Employee pays monthly employee only	\$18
Employee pays monthly spouse	\$40
Employee pays monthly child(ren)	\$45
Employee pays monthly family	\$62
Employer pays monthly employee only	\$9
Employer pays monthly spouse	\$16
Employer pays monthly child(ren)	\$15
Employer pays monthly family	\$22
Preventive cost covered (%)	99%
Basic cost covered (%)	74%
Major cost covered (%)	51%

Vision Insurance*

Vision plan offered	68%
Employee covered after 1 to 30 days	28%
Employee covered after 1 to 3 months	60%
Employee pays monthly employee only	\$6
Employee pays monthly spouse	\$11
Employee pays monthly child(ren)	\$11
Employee pays monthly family	\$17
Employer pays monthly employee only	\$2
Employer pays monthly spouse	\$4
Employer pays monthly child(ren)	\$5
Employer pays monthly family	\$6

Drug Screening*

Percent of companies requiring drug tests for all new hires	73%
% of companies where employees who fail drug screen are dismissed	74%

*Averages Between Hourly and Salary



Benefits

Paid Time Off*

Number of paid time off days offered in first year? (average)	9
Years necessary for 5 days paid-off? (average)	1
Years necessary for 10 days paid-off? (average)	2
Years necessary for 15 days paid-off? (average)	5
Years necessary for 20 days paid-off? (average)	9
Years necessary for 20+ days paid-off? (average)	11
Days carried over each year? (average)	20

Personal Days*

Paid Personal days offered (% yes)	24%
How many personal days offered annually? (average)	5
Employees are eligible in 1 to 30 days (% yes)	49%

Sick Days*

Paid sick days offered (% yes)	30%
Employees are eligible in 1 to 30 days (% yes)	75%
Employees are eligible in 1 to 3 months (% yes)	10%
Number of sick days offered per year	6
Maximum days accumulated	11

Paid Vacation Days*

Vacation days offered (% yes)	82%
Number of vacation days offered in first year	9
Number of years service to be eligible for 5 days	1
Number of years service to be eligible for 10 days	2
Number of years service to be eligible for 15 days	6
Number of years service to be eligible for 20 days	14
Number of years service to be eligible for more than 20 days	29

Bereavement Leave*

Bereavement leave offered	92%
Employees are eligible in 1 to 30 days (% yes)	79%
Number of funeral days offered per year	3

*Averages Between Hourly and Salary

Benefits

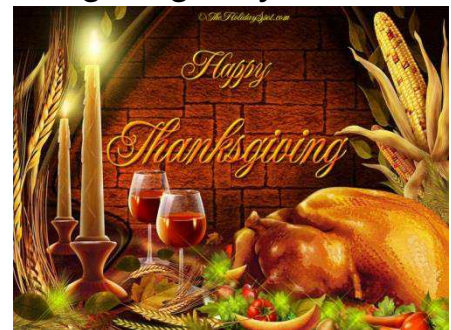
Jury Duty*

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	98%
Christmas Eve	55%
Columbus Day	0%
Day after Thanksgiving	58%
Election Day	0%
Floating Holiday	32%
Good Friday	46%
Independence Day	99%
Labor Day	100%
Lincoln's Birthday	0%
Memorial Day	100%
MLK Day	2%
New Years Day	94%
New Years Eve	33%
President's Day	7%
Thanksgiving	100%
Veterans' Day	5%
Washington's Birthday	0%

100% have Memorial Day, Labor Day, and Thanksgiving Day off



*Averages Between Hourly and Salary