

# ***2017 Elkhart County Wage and Benefit Summary***



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Information in this summary has been extracted from the 2017 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](mailto:edc@elkhartcountybiz.com).

If you would like to participate in the 2018 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, 2018 to June 8, 2018. 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	80	\$110,951	\$144,191	\$179,755
	Director of Human Resources	25	\$70,263	\$80,974	\$87,289
	Director of Engineering	22	\$109,937	\$123,951	\$136,331
	Vice President of Sales	32	\$139,573	\$148,118	\$155,292
	Director of Procurement	14	\$109,824	\$116,333	\$124,679
Finance	Chief Financial Officer	28	\$147,576	\$163,731	\$183,040
	Controller	38	\$79,335	\$90,629	\$101,109
	Credit Manager	7	\$63,673	\$67,547	\$74,830
	Accountant	46	\$46,514	\$52,732	\$63,289
	Accounts Payable/Receivable Clerk	83	\$33,280	\$37,440	\$41,600
Human Resources	HR Generalist	28	\$45,838	\$51,164	\$57,532
	Recruitment Specialist	19	\$42,956	\$49,067	\$61,253
	Training and Development Specialist	14	\$51,639	\$58,005	\$62,760
Maintenance and Repair	Maintenance Mechanic	141	\$37,440	\$45,760	\$52,000
Medical Professionals	Nurse, Manager / Unit Director	18	\$69,305	\$90,297	\$113,266
	Nurse, Registered	572	\$47,840	\$60,320	\$79,040
Office Support	Data Entry Clerk	29	\$22,880	\$27,040	\$35,360
	Executive Secretary / Administrative Assistant	68	\$32,927	\$40,760	\$49,518
	Mail Clerk	24	\$22,880	\$27,040	\$35,360
	Receptionist	93	\$22,880	\$27,040	\$33,280
Production	CNC Machinist	128	\$27,040	\$37,440	\$45,760
	Group Leader	446	\$39,520	\$45,760	\$52,000
	Materials Manager	17	\$60,420	\$68,825	\$77,325
	Production Manager / Foreman	95	\$52,985	\$63,119	\$75,671
	Purchasing Manager	17	\$66,698	\$74,673	\$80,763
	Quality Control Manager	24	\$64,747	\$76,678	\$84,547
Sales and Customer Service	Advertising/Marketing/Public Relations Manager	40	\$46,569	\$54,905	\$63,632
	Call Center Manager	18	\$58,597	\$67,994	\$75,621
	Call Center Team Leader	12	\$43,672	\$46,275	\$51,616
	Customer Service/Telephone Representative	214	\$31,200	\$37,440	\$54,080
	Order and Billing Clerk	41	\$31,200	\$37,440	\$41,600
	Product Specialist	33	\$40,757	\$51,198	\$61,433
	Sales Manager / Supervisor	78	\$66,435	\$87,718	\$117,317
Technical	Computer Programmer	32	\$49,160	\$57,615	\$74,369
	Electrical Engineer	27	\$56,982	\$76,775	\$100,640
	Engineer (Not Otherwise Specified)	98	\$55,459	\$71,815	\$95,676
	Engineering Manager	27	\$81,595	\$95,208	\$100,593
	Chief Information Officer	13	\$109,117	\$126,770	\$148,943
	Industrial Engineer	7	\$61,830	\$69,783	\$77,890
	Manufacturing Engineer	37	\$53,893	\$65,748	\$81,389
	Mechanical Engineer	15	\$62,516	\$75,381	\$88,870
	Network and Computer Systems Administrator	21	\$58,567	\$66,911	\$77,009
System Analyst	55	\$59,999	\$72,674	\$99,356	
Transportation	Driver, Truck Light or Delivery Services	62	\$31,200	\$35,360	\$41,600



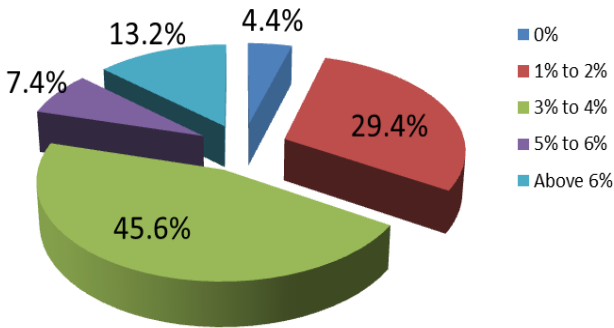
## Wages

Category	Position	# of workers	Converted to Hourly Rate		
			Min Rate Avg	Act Rate Avg	Max Rate Avg
Construction	Construction Laborer	9	\$13	\$16	\$22
	Electrician	37	\$19	\$20	\$24
Finance	Bill and / or Account Collector	37	\$15	\$19	\$21
	Payroll Clerk	19	\$18	\$21	\$25
Housekeeping	Housekeeper / Cleaner	107	\$10	\$11	\$15
	Janitor	46	\$13	\$15	\$18
Human Resources	Benefits Specialist	8	\$25	\$27	\$28
	Human Resources Manager	33	\$28	\$33	\$37
Legal Professionals	Attorney	33	\$30	\$34	\$37
	Paralegal	116	\$13	\$15	\$23
Maintenance and Repair	Maintenance Mechanic, Motor Vehicle	31	\$17	\$21	\$26
	Manager of Mechanics, Installers and Repairers	63	\$23	\$27	\$38
Medical Professionals	Counselor / Human Service Worker	100	\$18	\$23	\$26
	Medical Assistant	21	\$12	\$15	\$19
	Radiological Technologist and Technician	20	\$20	\$24	\$33
Office Support	Administrative Service Manager	2	\$33	\$39	\$45
	Office Manager	22	\$20	\$26	\$34
	Secretary	72	\$12	\$14	\$17
Production	Assembler, skilled	904	\$15	\$19	\$24
	Assembler, unskilled	415	\$12	\$14	\$16
	Buyer / Purchasing Agent	102	\$22	\$27	\$35
	Manual Machinist	121	\$13	\$15	\$19
	Mold Maker	38	\$24	\$27	\$30
	Operations / Plant Manager	74	\$35	\$41	\$53
	Painting / Spraying Machine Operator	57	\$13	\$16	\$19
	Plastic Processing Machine Operator	156	\$12	\$14	\$15
	Production Control Worker	166	\$14	\$15	\$16
	Tool and Die Maker	12	\$18	\$21	\$23
	Quality Control Inspector / Tester	170	\$14	\$16	\$19
	Welder, Cutter, Solderer and / or Brazier	207	\$16	\$18	\$20
Sales and Customer Service	Sales Representative / Account Executive	240	\$20	\$31	\$47

## Wages

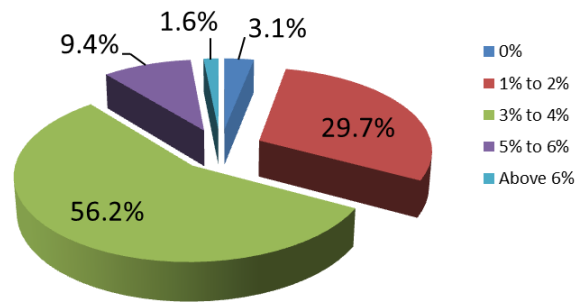
Category	Position	# of workers	Converted to Hourly Rate		
			Min Rate Avg	Act Rate Avg	Max Rate Avg
Technical	CAD Technician	42	\$17	\$23	\$26
	Computer Support Specialist	19	\$19	\$22	\$25
	Estimator	4	\$20	\$23	\$27
	Graphic Designer	19	\$20	\$23	\$27
	IT Support Specialist	5	\$21	\$22	\$24
	Laboratory / Engineering Technician	17	\$19	\$21	\$25
	Technical Support Specialist	12	\$19	\$24	\$27
Transportation & Material Handling	Driver, Truck Heavy and Tractor-Trailer	143	\$15	\$18	\$21
	Heavy Equipment/Forklift Operator	101	\$14	\$16	\$18
	Inventory Control Coordinator	55	\$13	\$16	\$19
	Picker and Packer	185	\$12	\$14	\$16
	Shipping, Receiving and / or Traffic Clerk	104	\$13	\$16	\$18
	Supervisor / Manager of Material Movers	24	\$22	\$25	\$30
	Transportation, Storage and Distribution Manager	18	\$31	\$35	\$38

**Wage Increases in 2017**



Average Wage Increase in 2017    3.7%  
Typical Wage Increase in 2017    3.0%

**Wage Increases in 2018**



Average Wage Increase in 2018    3.0%  
Typical Wage Increase in 2018    2.9%



## Benefits

### Life Insurance\*

Life insurance offered	87%
Employees are eligible for coverage in 1 to 30 days (% yes)	24%
Employees are eligible for coverage in 1 to 3 months (% yes)	65%
Employees are eligible for coverage in 3 to 6 months (% yes)	11%
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)	72%
Salary percentage (% yes)	48%

### Pension\*

Traditional pension plan offered (% yes)	8%
Pension average monthly employee contributions (% yes)	29%
At what age does an employee become eligible?	63.7

### 401(k)/403(b)\*

401(k) or 403(b) or similar plans offered (% yes)	94%
Employees are eligible for coverage in 1 to 30 days (% yes)	25%
Employees are eligible for coverage in 1 to 3 months (% yes)	23%
Employees are eligible for coverage in 3 to 6 months (% yes)	19%
Employees are eligible for coverage in 6 months to 1 year (% yes)	13%
Employees are eligible for coverage after 1 year (% yes)	20%
What percentage of earnings may an employee pay into the fund?	62%
Does company make a matching contribution to the fund?	18%
What % of employee's contribution does company match?	24%
Match guaranteed (% yes)	66%
Match intended (% yes)	42%

### Training\*

Training / Education benefits offered (% yes)	65%
Employees are eligible in 1 to 30 days (% yes)	44%
Employees are eligible in 1 to 3 months (% yes)	14%
Employees are eligible in 3 to 6 months (% yes)	19%
Employees are eligible in 6 months to 1 year (% yes)	9%
Employees are eligible after 1 year (% yes)	14%
Tuition assistance (% yes)	66%
Must the classes be job related (% yes)	86%
In-house training available (% yes)	79%
Off-site training available (% yes)	82%

\*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%

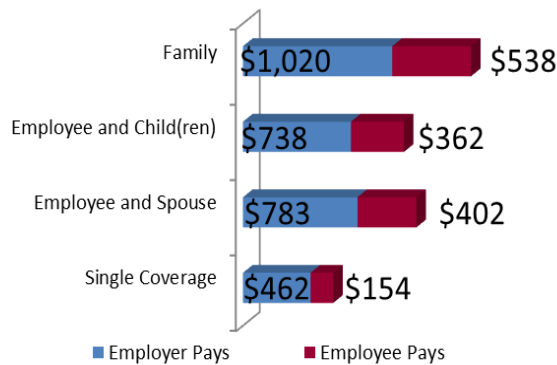
### Health Savings Accounts or Health Reimbursement Account\*

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

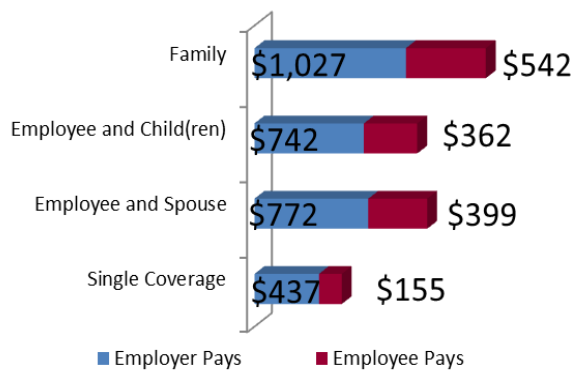
### Wellness\*

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

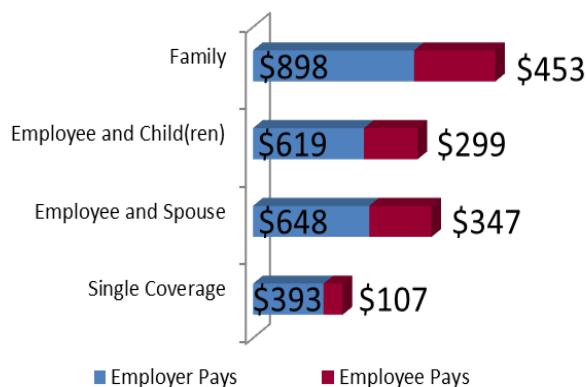
#### Self-Insured - Hourly



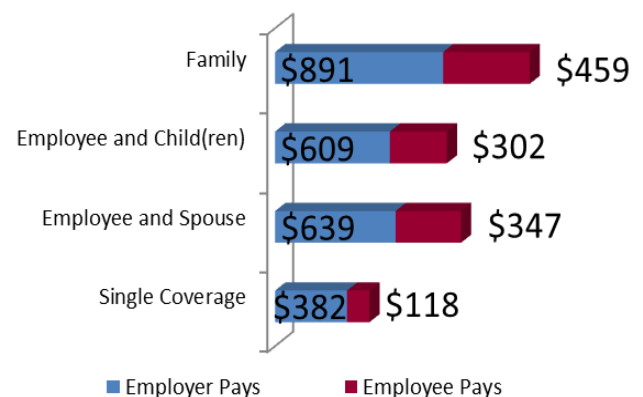
#### Self-Insured - Salaried



#### 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	90%
Orthodontia coverage	79%
Employee covered after 1 to 30 days	23%
Employee covered after 1 to 3 months	66%
Employee covered after 3 to 6 months	11%
Annual Deductible	\$39
Annual benefit single coverage	\$1,176
Annual benefit family coverage	\$1,505
Employee pays monthly employee only	\$19
Employee pays monthly spouse	\$41
Employee pays monthly child(ren)	\$49
Employee pays monthly family	\$67
Employer pays monthly employee only	\$8
Employer pays monthly spouse	\$18
Employer pays monthly child(ren)	\$19
Employer pays monthly family	\$27
Preventive cost covered (%)	97%
Basic cost covered (%)	75%
Major cost covered (%)	51%

### Vision Insurance\*

Vision plan offered	76%
Employee covered after 1 to 30 days	22%
Employee covered after 1 to 3 months	65%
Employee covered after 3 to 6 months	13%
Employee pays monthly employee only	\$7
Employee pays monthly spouse	\$13
Employee pays monthly child(ren)	\$15
Employee pays monthly family	\$21
Employer pays monthly employee only	\$2
Employer pays monthly spouse	\$3
Employer pays monthly child(ren)	\$4
Employer pays monthly family	\$5

### Drug Screening\*

Percent of companies requiring drug tests for all new hires	80%
% of companies where employees who fail drug screen are dismissed	66%

\*Averages Between Hourly and Salary



## Benefits

### **Paid Time Off\***

Number of paid time off days offered in first year? (average)	7
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)	17
Days carried over each year? (average)	24

### **Personal Days\***

Paid Personal days offered (% yes)	39%
How many personal days offered annually? (average)	7
Employees are eligible in 1 to 30 days (% yes)	28%

### **Bereavement Leave\***

Bereavement leave offered	92%
Employees are eligible in 1 to 30 days (% yes)	62%
Number of funeral days offered per year	3

### **Sick Days\***

Paid sick days offered (% yes)	22%
Employees are eligible in 1 to 30 days (% yes)	37%
Employees are eligible in 1 to 3 months (% yes)	41%
Employees are eligible in 3 to 6 months (% yes)	10%
Employees are eligible in 6 months to 1 year (% yes)	6%
Employees are eligible after 1 year (% yes)	6%
Number of sick days offered per year	6
Maximum days accumulated	28

### **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

\*Averages Between Hourly and Salary

## Benefits

### Jury Duty\*

Compensation offered (% yes)	75%
Wages plus payment from court (% yes)	40%
Wages minus payment from court (% yes)	50%
Payment from court only (% yes)	10%

### Holidays

Christmas	99%
Christmas Eve	56%
Columbus Day	1%
Day after Thanksgiving	72%
Election Day	0%
Floating Holiday	8%
Good Friday	49%
Independence Day	97%
Labor Day	99%
Lincoln's Birthday	0%
Memorial Day	99%
MLK Day	4%
New Years Day	96%
New Years Eve	27%
President's Day	7%
Thanksgiving	100%
Veterans' Day	4%
Washington's Birthday	0%

*Top four holidays employees have off*



\*Averages Between Hourly and Salary