

2018 Elkhart County Wage and Benefit Summary



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Information in this summary has been extracted from the 2018 Elkhart County Wage and Benefit Report.

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: jacqueline@elkhartcountybiz.com.

If you would like to participate in the 2019 Wage and Benefit Survey, please email Jacqueline Letherman at Jacqueline@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, 2019 to June 8, 2019. 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	71	\$114,715	\$129,875	\$149,784
	Director of Human Resources	21	\$71,524	\$84,992	\$92,539
	Director of Engineering	20	\$95,869	\$112,521	\$129,102
	Vice President of Sales	34	\$98,510	\$114,693	\$158,276
	Director of Procurement	13	\$95,414	\$111,347	\$127,288
Finance	Chief Financial Officer	26	\$114,976	\$124,989	\$135,569
	Controller	39	\$75,758	\$90,045	\$100,168
	Credit Manager	6	\$56,073	\$64,073	\$69,073
	Accountant	58	\$55,748	\$62,429	\$69,279
	Accounts Payable/Receivable Clerk	83	\$35,360	\$39,520	\$43,680
Human Resources	HR Generalist	23	\$46,997	\$52,757	\$60,571
	Recruitment Specialist	4	\$43,751	\$45,001	\$46,501
	Training and Development Specialist	13	\$54,626	\$63,523	\$70,970
Maintenance and Repair	Maintenance Mechanic	103	\$37,440	\$47,840	\$58,240
Medical Professionals	Nurse, Manager / Unit Director	5	\$48,449	\$63,785	\$69,909
	Nurse, Registered	90	\$39,520	\$52,000	\$62,400
Office Support	Data Entry Clerk	67	\$27,040	\$29,120	\$33,280
	Executive Secretary / Administrative Assistant	57	\$31,285	\$38,978	\$45,413
	Mail Clerk	19	\$20,800	\$27,040	\$37,440
	Receptionist	48	\$24,960	\$29,120	\$33,280
Production	CNC Machinist	140	\$37,440	\$45,760	\$56,160
	Group Leader	308	\$39,520	\$43,680	\$52,000
	Materials Manager	19	\$61,512	\$70,005	\$78,003
	Production Manager / Foreman	72	\$74,329	\$83,622	\$92,912
	Purchasing Manager	7	\$77,483	\$86,483	\$91,483
	Quality Control Manager	18	\$64,458	\$76,813	\$80,103
Sales and Customer Service	Advertising/Marketing/Public Relations Manager	87	\$36,091	\$54,423	\$90,335
	Call Center Manager	22	\$45,875	\$50,019	\$54,329
	Call Center Team Leader	13	\$42,826	\$50,126	\$52,811
	Customer Service/Telephone Representative	115	\$31,200	\$37,440	\$43,680
	Order and Billing Clerk	17	\$35,360	\$41,600	\$47,840
	Product Specialist	21	\$42,677	\$51,190	\$74,591
	Sales Manager / Supervisor	55	\$53,605	\$73,771	\$92,704
Technical	Computer Programmer	48	\$38,208	\$49,776	\$68,230
	Electrical Engineer	18	\$80,031	\$90,484	\$118,600
	Engineer (Not Otherwise Specified)	43	\$52,308	\$62,570	\$75,705
	Engineering Manager	20	\$67,208	\$83,522	\$90,009
	Chief Information Officer	9	\$108,936	\$116,072	\$119,860
	Industrial Engineer	4	\$56,867	\$73,630	\$83,826
	Manufacturing Engineer	26	\$44,250	\$64,498	\$76,699
	Information Technology Manager	17	\$69,177	\$83,175	\$93,141
	Network and Computer Systems Administrator	12	\$68,243	\$84,500	\$91,517
System Analyst	6	\$60,286	\$66,779	\$77,249	
Transportation	Driver, Truck Light or Delivery Services	63	\$33,280	\$37,440	\$43,680



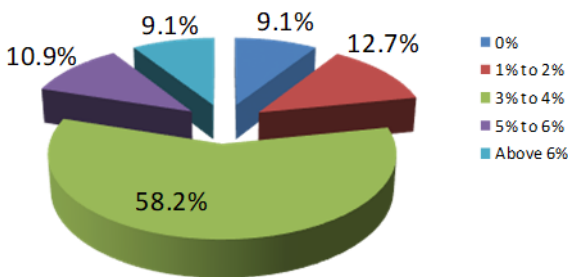
Wages

Category	Position	# of workers	Converted to Hourly Rate		
			Min Rate Avg	Act Rate Avg	Max Rate Avg
Construction	Construction Laborer	53	\$14	\$18	\$24
	Electrician	4	\$23	\$33	\$39
Finance	Bill and / or Account Collector	23	\$18	\$20	\$22
	Payroll Clerk	17	\$17	\$19	\$22
Housekeeping	Housekeeper / Cleaner	103	\$10	\$15	\$22
	Janitor	32	\$12	\$14	\$16
Human Resources	Benefits Specialist	13	\$22	\$24	\$26
	Human Resources Manager	32	\$31	\$35	\$39
Legal Professionals	Attorney	39	\$35	\$36	\$37
	Paralegal	118	\$12	\$15	\$20
Maintenance and Repair	Maintenance Mechanic, Motor Vehicle	13	\$22	\$24	\$26
	Manager of Mechanics, Installers and Repairers	98	\$19	\$26	\$30
Medical Professionals	Counselor / Human Service Worker	112	\$17	\$22	\$24
	Medical Assistant	2	\$12	\$14	\$18
	Certified Nurse Assistant (CNA)	30	\$14	\$14	\$16
Office Support	Administrative Service Manager	8	\$17	\$24	\$27
	Office Manager	27	\$22	\$26	\$28
	Secretary	72	\$12	\$14	\$17
Production	Assembler, skilled	490	\$13	\$16	\$18
	Assembler, unskilled	233	\$13	\$14	\$16
	Buyer / Purchasing Agent	6	\$26	\$27	\$32
	Manual Machinist	101	\$16	\$18	\$22
	Mold Maker	11	\$22	\$28	\$33
	Operations / Plant Manager	39	\$39	\$46	\$53
	Painting / Spraying Machine Operator	36	\$15	\$16	\$18
	Plastic Processing Machine Operator	317	\$17	\$19	\$24
	Production Control Worker	4	\$17	\$20	\$23
	Tool and Die Maker	12	\$23	\$28	\$30
	Quality Control Inspector / Tester	83	\$16	\$18	\$19
Sales and Customer Service	Welder, Cutter, Solderer and / or Brazier	18	\$16	\$17	\$18
	Sales Representative / Account Executive	91	\$28	\$30	\$48

Wages

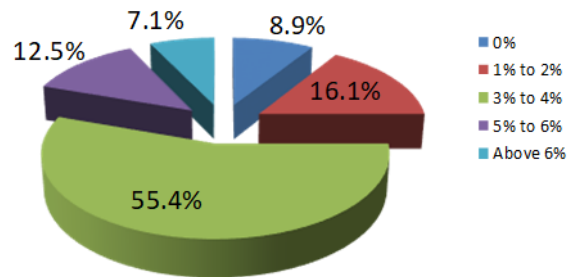
Category	Position	# of workers	Converted to Hourly Rate		
			Min Rate Avg	Act Rate Avg	Max Rate Avg
Technical	CAD Technician	19	\$24	\$28	\$31
	Computer Support Specialist	15	\$18	\$18	\$20
	Estimator	9	\$27	\$35	\$44
	Graphic Designer	9	\$21	\$23	\$26
	IT Support Specialist	3	\$20	\$20	\$20
	Laboratory / Engineering Technician	11	\$20	\$22	\$26
	Technical Support Specialist	8	\$19	\$20	\$22
Transportation & Material Handling	Driver, Truck Heavy and Tractor-Trailer	132	\$20	\$21	\$23
	Heavy Equipment/Forklift Operator	183	\$15	\$17	\$18
	Inventory Control Coordinator	54	\$17	\$19	\$23
	Picker and Packer	94	\$14	\$14	\$15
	Shipping, Receiving and / or Traffic Clerk	98	\$14	\$16	\$18
	Supervisor / Manager of Material Movers	23	\$19	\$23	\$34
	Transportation, Storage and Distribution Manager	9	\$30	\$33	\$36

Wage Increases in 2018



Average Wage Increase in 2018 2.4%
Typical Wage Increase in 2018 3.0%

Wage Increases in 2019



Average Wage Increase in 2019 3.5%
Typical Wage Increase in 2019 3.0%



Benefits

Life Insurance*

Life insurance offered	85%
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)	68%
Salary percentage (% yes)	51%

Pension*

Traditional pension plan offered (% yes)	8%
Percentage of employees who contribute to plan	43%
At what age does an employee become eligible?	59

401(k)/403(b)*

401(k) or 403(b) or similar plans offered (% yes)	98%
Employees are eligible for coverage in 1 to 30 days (% yes)	26%
Employees are eligible for coverage in 1 to 3 months (% yes)	27%
Employees are eligible for coverage in 3 to 6 months (% yes)	13%
Employees are eligible for coverage in 6 months to 1 year (% yes)	14%
Employees are eligible for coverage after 1 year (% yes)	20%
What percentage of earnings may an employee pay into the fund?	59%
Does company make a matching contribution to the fund?	10%
What % of employee's contribution does company match?	35%
Match guaranteed (% yes)	69%
Match intended (% yes)	43%

Training*

Training / Education benefits offered (% yes)	66%
Employees are eligible in 1 to 30 days (% yes)	63%
Employees are eligible in 1 to 3 months (% yes)	13%
Employees are eligible in 3 to 6 months (% yes)	11%
Employees are eligible in 6 months to 1 year (% yes)	6%
Employees are eligible after 1 year (% yes)	7%
Tuition assistance (% yes)	61%
Must the classes be job related (% yes)	84%
In-house training available (% yes)	85%
Off-site training available (% yes)	85%

*Averages Between Hourly and Salary



Benefits

Health Insurance*

Organization offers health insurance (% yes)	94%
Organization offers health coverage for family members (% yes)	94%
Organization considering dropping health coverage in the coming year (% yes)	3%

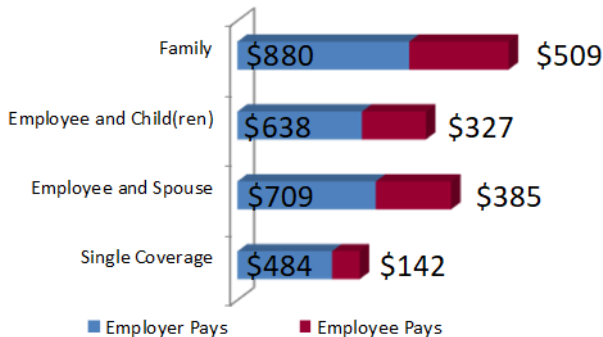
Health Savings Accounts or Health Reimbursement Account*

Organization offers only HSA or HRA plans (% yes)	30%
Organization offers optional HSA or HRA plan (% yes)	41%

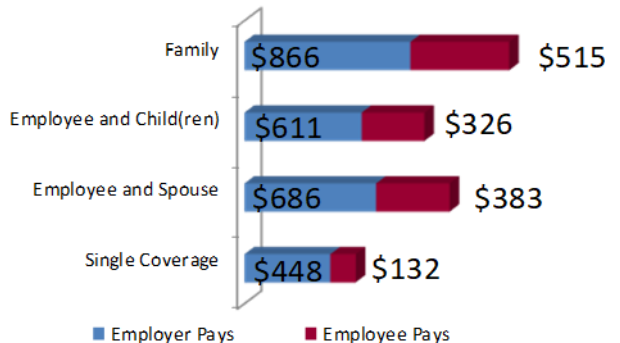
Wellness*

Does organization offer wellness incentives (% yes)	44%
Average amount that may be earned	\$456

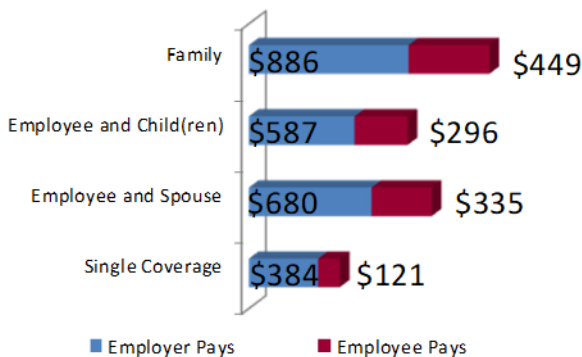
Self-Insured - Hourly



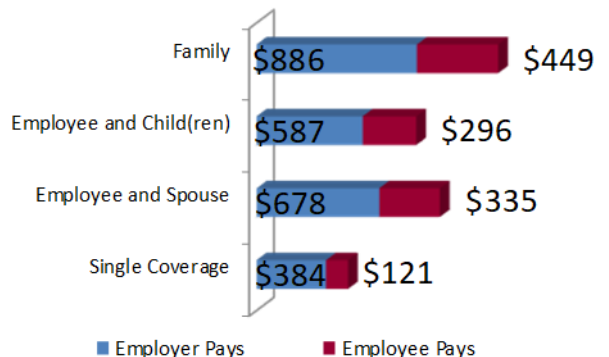
Self-Insured - Salaried



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)	23%
Employees are eligible for coverage in 1 to 3 months (% yes)	65%
Employees are eligible for coverage in 3 to 6 months (% yes)	12%
Organization offers coverage to family members (% yes)	97%
Employee pays monthly for employee only	\$138
Employee pays monthly for spouse	\$384
Employee pays monthly for child(ren)	\$327
Employee pays monthly for family	\$512
Employer pays monthly for employee only	\$469
Employer pays monthly for spouse	\$698
Employer pays monthly for child(ren)	\$625
Employer pays monthly for family	\$874
Annual deductible per person	\$1,995
Annual deductible per family	\$4,220
If costs are split between organization, and employee, what is the organization's %	68%
Average copay for routine office visits	\$27
Maximum out of pocket expenses per employee	\$4,672
Maximum out of pocket expenses per family	\$9,397

Indemnity*

Employees are eligible for coverage in 1 to 30 days (% yes)	24%
Employees are eligible for coverage in 1 to 3 months (% yes)	71%
Employees are eligible for coverage in 3 to 6 months (% yes)	5%
Employees are eligible for coverage after one year	0%
Organization offers coverage to family members (% yes)	30%
Employee pays monthly for employee only	\$121
Employee pays monthly for spouse	\$335
Employee pays monthly for child(ren)	\$296
Employee pays monthly for family	\$449
Employer pays monthly for employee only	\$384
Employer pays monthly for spouse	\$679
Employer pays monthly for child(ren)	\$587
Employer pays monthly for family	\$886
Annual deductible per person	\$2,981
Annual deductible per family	\$6,000
If costs are split between organization, and employee, what is the organization's %	30%
Maximum out of pocket expenses per employee	\$4,359
Maximum out of pocket expenses per family	\$7,960

*Averages Between Hourly and Salary



Benefits

Dental Insurance*

Dental plan offered	79%
Orthodontia coverage	74%
Employee covered after 1 to 30 days	24%
Employee covered after 1 to 3 months	68%
Employee covered after 3 to 6 months	8%
Annual Deductible	\$96
Annual benefit single coverage	\$1,295
Annual benefit family coverage	\$1,634
Employee pays monthly employee only	\$23
Employee pays monthly spouse	\$49
Employee pays monthly child(ren)	\$55
Employee pays monthly family	\$80
Employer pays monthly employee only	\$18
Employer pays monthly spouse	\$50
Employer pays monthly child(ren)	\$50
Employer pays monthly family	\$50
Preventive cost covered (%)	99%
Basic cost covered (%)	76%
Major cost covered (%)	51%

Vision Insurance*

Vision plan offered	79%
Employee covered after 1 to 30 days	25%
Employee covered after 1 to 3 months	71%
Employee covered after 3 to 6 months	4%
Employee pays monthly employee only	\$8
Employee pays monthly spouse	\$13
Employee pays monthly child(ren)	\$14
Employee pays monthly family	\$21
Employer pays monthly employee only	\$10
Employer pays monthly spouse	\$13
Employer pays monthly child(ren)	\$14
Employer pays monthly family	\$20

Drug Screening*

Percent of companies requiring drug tests for all new hires	72%
% of companies where employees who fail drug screen are dismissed	61%

*Averages Between Hourly and Salary



Benefits

Paid Time Off*

Number of paid time off days offered in first year? (average)	11
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)	8
Years necessary for 20+ days paid-off? (average)	12
Days carried over each year? (average)	15

Personal Days*

Paid Personal days offered (% yes)	35%
How many personal days offered annually? (average)	11
Employees are eligible in 1 to 30 days (% yes)	27%

Bereavement Leave*

Bereavement leave offered	89%
Employees are eligible in 1 to 30 days (% yes)	76%
Number of funeral days offered per year	3

Sick Days*

Paid sick days offered (% yes)	29%
Employees are eligible in 1 to 30 days (% yes)	22%
Employees are eligible in 1 to 3 months (% yes)	78%
Employees are eligible in 3 to 6 months (% yes)	0%
Employees are eligible in 6 months to 1 year (% yes)	0%
Employees are eligible after 1 year (% yes)	0%
Number of sick days offered per year	7
Maximum days accumulated	26

Paid Vacation Days*

Vacation days offered (% yes)	78%
Number of vacation days offered in first year	11
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	6.5
Number of years service to be eligible for 20 days	13
Number of years service to be eligible for more than 20 days	19

*Averages Between Hourly and Salary

Benefits

Jury Duty*

Compensation offered (% yes)	73%
Wages plus payment from court (% yes)	35%
Wages minus payment from court (% yes)	51%
Payment from court only (% yes)	14%

Holidays

Christmas	90%
Christmas Eve	54%
Columbus Day	2%
Day after Thanksgiving	72%
Election Day	0%
Floating Holiday	23%
Good Friday	47%
Independence Day	89%
Labor Day	89%
Lincoln's Birthday	0%
Memorial Day	89%
MLK Day	7%
New Years Day	92%
New Years Eve	24%
President's Day	3%
Thanksgiving	95%
Veterans' Day	4%
Washington's Birthday	0%

Top four holidays employees have off



*Averages Between Hourly and Salary