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**Addison County Economic Development  
Corporation**

**2008**

**Regional Employment Compensation  
Survey**

*Addison County Economic Development Corp.*

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*Addison County Economic Development Corporation  
would like to take this opportunity to thank our partner,  
the Addison County Chamber of Commerce, and all  
of the businesses who took the time  
to complete the survey this year.*

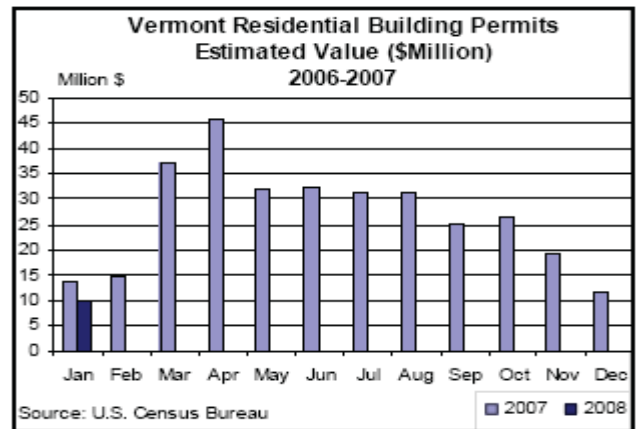
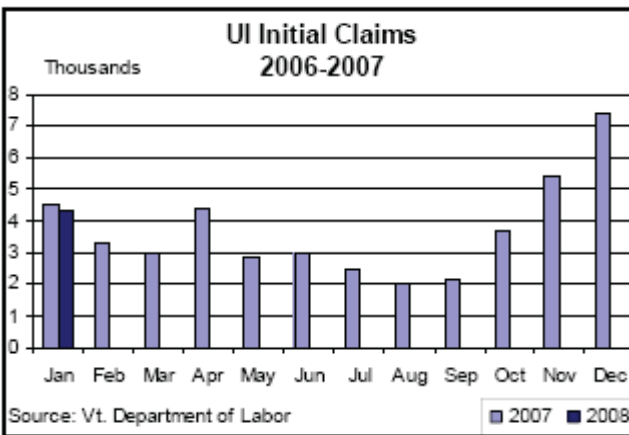
ADDISON

Population (2005)	36,965	6%
Employment (2005)	14,071	5%
Per Capita Income (\$) (2005)	29,963	92%
Annual Wage (\$) (2005)	32,453	95%
Area (Square Miles)	818	9%

**Introduction:**

*In February Addison County Economic Development Corporation and the Addison County Chamber of Commerce distributed a web-link to regional businesses of our employment and compensation survey to. The resulting information has been compiled to provide aggregate comparative data by job classification, company size, and industry sector where possible. The 39 responding companies represent approximately 25.7% of the UI covered employees in Addison County. This year’s use of SurveyMonkey to collect data resulted in a doubling of responses over any previous year. We represent this information as a “snapshot” of employment policies in the region. This is a tool we generate for your use. If you have suggestions to improve the survey in future years, please contact us at the ACEDC office, (802)388-7953.*

**(A)Background Data:** Source Vermont Department of Labor  
(<http://www.vtmi.info/lmipub.htm>)



County	Year Round Home Sales				Vacation Home Sales			
	2000		2006		2000		2006	
	# Units	Median Price	# Units	Median Price	# Units	Median Price	# Units	Median Price
Vermont	8,306	119,000	7487	197,000	2,167	126,500	2350	250,000
Addison	439	121,000	381	205,000	53	140,000	73	225,000
Bennington	431	119,000	382	172,000	231	207,500	198	320,000
Caledonia	290	79,000	286	139,500	56	70,500	103	125,000
Chittenden	2,749	145,000	2405	240,100	58	107,000	115	239,000
Essex	60	70,817	64	100,250	40	64,000	45	130,000
Franklin	634	113,650	635	190,000	67	63,000	76	140,550
Grand Isle	106	122,500	92	224,000	61	112,500	52	277,450
Lamoille	320	119,250	275	179,000	140	122,750	165	325,000
Orange	336	96,250	301	165,000	51	98,000	61	176,000
Orleans	287	75,000	317	130,000	111	80,600	162	220,000
Rutland	749	97,500	651	162,000	281	110,250	245	225,000
Washington	714	95,000	662	176,000	127	95,500	181	210,000
Windham	466	110,000	358	184,500	496	130,750	486	292,500
Windsor	725	111,000	678	185,000	395	173,000	388	316,250

## Demographic – Economic Comparison of Vermont Counties

County	Pop. 2005 <sup>1</sup>	% of State	Labor Force 2006 <sup>2</sup>	Covered Emplmnt 2005 <sup>3</sup>	Unemp Rate 2006 <sup>2</sup>	Avg Yrly Wage 2005 <sup>3</sup>	Per Cap Income 2005 <sup>4</sup>	% Below Poverty Level 2004 <sup>5</sup>
Vermont	623,050	100.0%	361,000	300,941	3.6%	\$34,199	\$32,717	8.7%
Addison	36,965	5.9%	22,500	14,071	3.2%	\$32,453	\$29,963	7.6%
Bennington	36,999	5.9%	20,900	17,956	3.6%	\$30,939	\$34,469	9.4%
Caledonia	30,440	4.9%	17,200	11,593	4.0%	\$28,773	\$27,564	11.0%
Chittenden	149,613	24.0%	89,400	94,799	3.2%	\$39,766	\$37,501	7.5%
Essex	6,602	1.1%	3,350	1,596	4.1%	\$29,141	\$20,620	11.3%
Franklin	47,914	7.7%	26,650	15,691	4.1%	\$32,566	\$29,603	8.8%
Grand Isle	7,703	1.2%	4,350	1,184	5.1%	\$24,846	\$30,318	7.0%
Lamoille	24,495	3.9%	15,250	11,016	4.1%	\$27,638	\$32,535	8.6%
Orange	29,287	4.7%	16,750	7,889	3.3%	\$28,662	\$27,965	8.9%
Orleans	27,640	4.4%	14,600	9,919	5.3%	\$27,613	\$26,764	12.2%
Rutland	63,743	10.2%	36,650	29,693	3.8%	\$32,194	\$31,681	9.9%
Washington	59,478	9.5%	34,800	32,643	3.8%	\$34,530	\$33,965	7.6%
Windham	44,143	7.1%	25,400	22,920	3.6%	\$33,060	\$32,058	9.0%
Windsor	58,028	9.3%	33,350	23,942	3.0%	\$32,240	\$33,681	8.1%

## Changes in Demographic - Economic Comparison of Vermont Coun-

	Pop.			Covered Employment			Per Capita Income		
	Population 2000 <sup>5</sup>	Chng. 00-05	% Chng 00-05	2000 <sup>3</sup>	Chng 00-05	%Chng 00-05	2000 <sup>4</sup>	Chng 00-05	%Chng 00-05
Vermont	608,827	14,223	2.3%	296,468	4,473	1.5%	\$27,680	\$ 5,037	18.2%
Addison	35,974	991	2.8%	13,730	341	2.5%	\$25,541	\$ 4,422	17.3%
Bennington	36,994	5	0.0%	19,112	-1,155	-6.0%	\$29,187	\$ 5,282	18.1%
Caledonia	29,702	738	2.5%	11,578	15	0.1%	\$23,313	\$ 4,251	18.2%
Chittenden	146,571	3,042	2.1%	95,354	-555	-0.6%	\$32,243	\$ 5,258	16.3%
Essex	6,459	143	2.2%	1,795	-199	-11.1%	\$18,792	\$ 1,828	9.7%
Franklin	45,417	2,497	5.5%	14,852	839	5.6%	\$23,931	\$ 5,672	23.7%
Grand Isle	6,901	802	11.6%	996	188	18.9%	\$28,299	\$ 2,019	7.1%
Lamoille	23,233	1,262	5.4%	10,602	414	3.9%	\$25,829	\$ 6,706	26.0%
Orange	28,226	1,061	3.8%	7,847	42	0.5%	\$23,438	\$ 4,527	19.3%
Orleans	26,277	1,363	5.2%	9,422	498	5.3%	\$21,990	\$ 4,774	21.7%
Rutland	63,400	343	0.5%	28,930	764	2.6%	\$25,989	\$ 5,692	21.9%
Washington	58,039	1,439	2.5%	32,079	564	1.8%	\$28,393	\$ 5,572	19.6%
Windham	44,216	(73)	-0.2%	24,067	-1,147	-4.8%	\$27,933	\$ 4,125	14.8%
Windsor	57,418	610	1.1%	23,515	427	1.8%	\$28,944	\$ 4,737	16.4%

### SOURCES

<sup>1</sup> Vermont Department of Health.

<sup>2</sup> Vermont Department of Labor, Populations Claims Method, Labor force estimates, Benchmark 2006.

<sup>3</sup> Vermont Department of Labor; Quarterly Census of Employment & Wages.

<sup>4</sup> U.S. Department of Commerce, Bureau of Economic Analysis

<sup>5</sup> U.S. Bureau of the Census, Small Area Income & Poverty Estimates Program

# Addison County Employment

Employment by Residence				
Resident Labor Force	2005	% State	2006	% State
Labor Force	21,550	6.1%	22,500	6.2%
Unemployment Rate (%)	700	5.6%	700	0.2%
Employment	3.3%	NA	3.2%	NA
	20,850	6.1%	21,800	6.3%

Note: Residency-based employment is not comparable to industry data.

Employment by Industry						
Industry	Covered Emp. 2004	% of Total	Covered Emp. 2005	% of Total	Change 04-05	%Chng 04-05
Total Covered	13,878	100.0%	14,071	100.0%	193	1.4%
Private Ownership	11,836	85.3%	12,011	85.4%	175	1.5%
Goods Producing	3,452	24.9%	3,449	24.5%	-3	-0.1%
Agriculture, forestry, fishing & hunting	533	3.8%	555	3.9%	22	4.1%
Mining	45	0.3%	19	0.1%	-26	-57.8%
Construction	813	5.9%	800	5.7%	-13	-1.6%
Manufacturing	2,061	14.9%	2,075	14.7%	14	0.7%
Durable Goods	1,199	8.6%	1,242	8.8%	43	3.6%
Non-Durable Goods	862	6.2%	833	5.9%	-29	-3.4%
Service Providing	8,383	60.4%	8,562	60.8%	179	2.1%
Wholesale trade	254	1.8%	280	2.0%	26	10.2%
Retail trade	1,891	13.6%	1,975	14.0%	84	4.4%
Transportation & warehousing	238	1.7%	268	1.9%	30	12.6%
Utilities	D	D	D	D	D	D
Information	119	0.9%	120	0.9%	1	0.8%
Finance and Insurance	312	2.2%	315	2.2%	3	1.0%
Real estate & rental & leasing	111	0.8%	115	0.8%	4	3.6%
Professional, scientific, & technical services	455	3.3%	480	3.4%	25	5.5%
Management of companies & enterprises	--	--	--	--	--	--
Administrative & waste services	210	1.5%	208	1.5%	-2	-1.0%
Educational services	D	D	D	D	D	D
Health care & social assistance	1,788	12.9%	1,802	12.8%	14	0.8%
Arts, entertainment, & recreation	104	0.7%	108	0.8%	4	3.8%
Accommodation & food services	1,163	8.4%	1,107	7.9%	-56	-4.8%
Other services, except public administration	337	2.4%	337	2.4%	0	0.0%
Government Ownership	2,042	14.7%	2,059	14.6%	17	0.8%

# Population Changes by Age Cohort: 2000 - 2005

Age :	2000	2004 <sup>1</sup>	2005 <sup>1</sup>	Change 00-04	Change 04-05	% Change 00-04	% Change 04-05	Age Distribution 2000	2005
<b>Addison County</b>									
0-4 Years	2,057	1,875	1,842	-182	-33	-8.8%	-1.8%	5.7%	5.0%
5-14 Years	5,186	4,612	4,459	-574	-153	-11.1%	-3.3%	14.4%	12.1%
15-19 Years	3,381	3,389	3,391	8	2	0.2%	0.1%	9.4%	9.2%
20-34 Years	6,808	6,992	7,368	184	376	2.7%	5.4%	18.9%	19.9%
35-54 Years	11,304	11,496	11,263	192	-233	1.7%	-2.0%	31.4%	30.5%
55-64 Years	3,173	4,237	4,417	1,064	180	33.5%	4.2%	8.8%	11.9%
65+ Years	4,065	4,264	4,225	199	-39	4.9%	-0.9%	11.3%	11.4%
<b>Total</b>	<b>35,974</b>	<b>36,865</b>	<b>36,965</b>	<b>891</b>	<b>100</b>	<b>2.5%</b>	<b>0.3%</b>	<b>100.0%</b>	<b>100.0%</b>

## Addison County Towns

### Demographic - Economic Comparison

	Population 2005 <sup>1</sup>	% Share County	Annual Average Empl. 2005 <sup>2</sup>	Annual Average Wage 2005 <sup>2</sup>	Median Adjusted Income 2005 <sup>4</sup>	Effective Homestead Education Tax Rate 2006 <sup>3</sup>
Vermont	623,050	NA	300,941	\$ 34,199	\$ 30,141	NA
Addison County	36,965	100.0%	14,071	\$ 32,453	NA	NA
Addison	1,457	3.9%	224	\$ 24,702	\$ 31,354	\$ 1.33
Bridport	1,275	3.4%	173	\$ 27,068	\$ 28,677	\$ 1.38
Bristol	3,795	10.3%	1,378	\$ 25,657	\$ 28,388	\$ 1.33
Cornwall	1,223	3.3%	112	\$ 40,948	\$ 40,215	\$ 1.48
Ferrisburgh	2,723	7.4%	450	\$ 26,578	\$ 35,231	\$ 1.30
Goshen	224	0.6%	16	\$ 22,052	\$ 33,362	\$ 1.30
Granville	296	0.8%	75	\$ 23,949	\$ 23,844	\$ 0.98
Hancock	374	1.0%	112	\$ 20,912	\$ 21,570	\$ 1.11
Leicester	1,024	2.8%	81	\$ 26,122	\$ 28,625	\$ 1.13
Lincoln	1,268	3.4%	125	\$ 21,509	\$ 33,680	\$ 1.26
Middlebury	8,152	22.1%	7,433	\$ 34,396	\$ 28,032	\$ 1.49
Monkton	1,946	5.3%	127	\$ 24,519	\$ 45,320	\$ 1.37
New Haven	1,815	4.9%	525	\$ 27,041	\$ 35,879	\$ 1.33
Orwell	1,231	3.3%	200	\$ 26,396	\$ 28,911	\$ 1.07
Panton	699	1.9%	39	\$ 21,209	\$ 39,459	\$ 1.29
Ripton	586	1.6%	46	\$ 20,568	\$ 34,024	\$ 1.42
Salisbury	1,129	3.1%	252	\$ 20,974	\$ 33,196	\$ 1.45
Shoreham	1,305	3.5%	201	\$ 24,982	\$ 29,915	\$ 1.33
Starksboro	1,928	5.2%	155	\$ 27,732	\$ 34,122	\$ 1.40
Vergennes City	2,763	7.5%	2,166	\$ 39,529	\$ 27,663	\$ 1.16
Waltham	490	1.3%	22	\$ 23,304	\$ 36,680	\$ 1.35
Weybridge	852	2.3%	109	\$ 28,385	\$ 41,871	\$ 1.39
Whiting	410	1.1%	51	\$ 27,413	\$ 28,111	\$ 1.27

Based on the information gathered through the survey compared to the Department of Labor data, we are able to make a few observations. There has been a minimal change in overall employment, wages, or benefits. Unemployment remains relatively low. An aging workforce and housing stock shortage continue to grow as issues impacting employment. Early indicators of economic recession (decreased employment in manufacturing, etc...) have to date not taken place in a wholesale fashion in the region. However, Addison County as well as the State have continued to lose manufacturing jobs which have been replaced with lower wage service sector jobs. The end result is a continued weakness in wages, and a significant hiring advantage with manufacturers based on wages and benefits offered. Global competition continues to provide much of the pricing pressure felt by business, while a weak dollar is impacting the flow of Canadian traffic and purchases positively. In short, Vermont continues to be an economic enigma.

## (B) Survey Results

The following are the aggregated responses to the specific survey questions:

### General Information

#### 1. Total Number of Employees

100+ employees (4) 2954	<100 employees (35) 662	Total 3616
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#### Regular Full-time (30+hrs/wk)

100+ employees (4) 1579	<100 employees (35) 521	Total 2100
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#### Regular Part-time

100+ employees (4) 1247	<100 employees (25) 76	Total 1323
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#### Temporary Full-time

(hired for short periods, or as regular seasonal workforce, 30+ hrs/wk)

100+ employees (1) 0	<100 employees (6) 22	Total 22
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#### Temporary Part-time (same as above, but less than 30 hrs/wk)

100+ employees (1) 111	<100 employees (7) 72	Total 183
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#### 2. Total annual base payroll: 134,983,604

(Wages/salaries only, excluding benefits,  
one company not reporting)

**3. Regular Full-time workweek: hrs/wk**

100+ Employees	<100 Employees
40 (4)	44 (1)
	40-50 (1)
	40 (22)
	37.5 (2)
	35-40 (1)
	30-40 (2)
	32.5 (1)

**4. Average absentee rate last year?**

2.29% (26 companies reporting, 5 didn't track, 7 no response)

**5. Average turnover rate last year?**

2.9% (36 companies responding, 5 no response)

**6. Defined discipline policy?**

11 companies have a defined discipline policy  
24 companies do not have a defined discipline policy

Warnings per violation

1 company reported 1 warning  
3 companies reported 2 warnings  
5 companies reported 3 warnings  
2 compnaies depended on violation  
4 reported no definition  
11 companies did not report

Per year or per employment history

2 companies reported warnings were tallied per year

**7. Random drug testing**

34 companies reported no random drug testing  
6 companies reported random drug testing  
1 company did not report

## 8. Pay schedule

14 companies pay weekly  
 23 companies pay biweekly  
 2 companies pay monthly  
 1 company reported both weekly & monthly by job classification  
 1 company did not report

## Compensation

### 1. What average of base pay increase are you currently estimating /budgeting for 2008.

All employees:

100+ Employees	<100 Employees
3%	3.6%
1 other	2 reported no expected increase in '08
1 based on commission	7 gave no response
1 based on employee progress	

Average base pay increase estimating/ budgeting for 2008 Manufacturing and Wholesale Distribution sector:

# comp's reporting	#empl's represented	estim'd base pay increase
5	154	4@ 3-4%
		1@5-6%

### 2. What was your company's average percent of base pay increase in 2007, as an overall percentage of base wages/salaries?

All employees:

100+ employees	<100 employees
3.5%	3.7%

Average % base pay increase for all employees in 2007 in the Manufacturing and Wholesale Distribution sector:

# comp's reporting	#empl's represented	pay incr. 2007
5	154	3.5%

**3. How often does your company conduct performance reviews?**

17 companies reported 1 performance review completed per year  
4 companies reported 2 performance reviews per year  
1 company reported 3 reviews per year  
2 companies reported 4 reviews per year  
7 companies reported no performance reviews  
2 companies reported monthly or on-going  
8 companies did not report

**4. How often does your company conduct wage reviews?**

22 companies reported 1 wage review per year  
2 companies reported 2 wage reviews per year  
1 company reviewed every 12-18 months  
1 company reported every 1-2 years, 1@ 3-4 years, 1@ 5 years  
2 companies reported random reviews, 2 had no review  
8 companies did not respond

**5. Does your company have a merit pay component for annual base pay increases based on individual job performance?**

	100+ employees	<100 employees
No	3	16
Yes	1	14
		1 reported – depends on the Yearly review

Additionally:

<100 employees

1 company reported that they have grade levels, and steps within grades. Also, they give performance reviews twice/year.

**6. What is the % range available for merit pay increases?**

100+ employees	<100 employees
0-5%	1-5%

1 company reported 5-10% increase depending on grade/steps achieved

8 companies did not report

1 company reported it was based on sales

The % range of merit pay available in the Manufacturing and Wholesale Distribution sector:

# comp's reporting	#empl's represented	range of merit incrs
5	154	1 @ 0%
		2 @ 0-2%
		1 @ 0-5%
		1 no response

**7. Does your company have any performance based bonus or cash incentive program, that is, are employees granted one-time lump sum payments above and beyond their organizational goals?**

	100+ employees	<100 employees
No	3	16
Yes	1	15

6 companies not responding

Manufacturing and Wholesale Distribution sector:

	No	Yes
	3	2
Primarily reserved for sales force incentives programs		

**8. Does your company have any type of skill-based pay program, with pay increases based on acquiring additional training, competencies and skills?**

	100+ employees	<100 employees
No	3	21
Yes	1	11
Not reporting	0	6

Manufacturing and Wholesale Distribution sector:

No	Yes
2	3

**9. Do you offer any profit-sharing for employees?**

	100+ employees	<100 employees
No	1	17
Yes	2	7
Not Reporting	1	8

**10. If profit-sharing is outside a qualified benefit plan (e.g. 401(k) ), please indicate % of profits shared with employees in 2002.**

Two companies offered their employees profit sharing outside of a qualified benefit plan. One company puts 15% of the employee's annual salary into profit sharing. The other company dispersed 33% of its 2003 net operating income.

**11. If your company works more than one shift, please indicate the shift differential paid for each shift:**

1 company reported 2 <sup>nd</sup> shift differential .60/hr., 3 <sup>rd</sup> shift 1.50/hr.
1 company reported 2 <sup>nd</sup> shift differential .65/hr., 3 <sup>rd</sup> shift .80/hr.

**Benefits**

**1. Does your company have a CTO (Combined Time Off) Plan?**

(a) Number of companies that have CTO (Combined Time Off) Plan:

	100+ employees	<100 employees
No	1	9
Yes	3	20

(b) Days included in CTO Plan

	+100 employees	Full time	<100 employees
1@ 23, 1@ 28, 1@ 7			1@ 29, 1@ 26
1 did not report			1@ 22, 1@ 15, 1@ 13
			1@ 8, 2@ 7, 1@ 5

	+100 employees	Part time	<100 employees
4@ 0			1@ 22, 1@ 15, 1@ 14
			1@ 13, 4@ 0

**2. Paid Holidays:**

(a) Number of paid holidays granted annually to full-time, year round employees:

	100+ employees	<100 employees
2@ 8		1@ 15, 1@ 13, 1@ 11, 5@ 10
1@ 12		1@ 8, 3@ 7, 6@ 6, 1@ 5,
		1@ 3, 1@ 2

(b) Number of paid holidays granted annually to part-time or temporary employees:

	100+ employees	<100 employees
1@ 0, 2@ 8		3@ 10, 1@ 8, 1@ 7, 5@ 6
		2@ 5, 3@ 1, 8@ 0

**2. Vacation (Number of paid vacation days accrued annually or monthly Full-time, year round employees, 30+ hr/wk)**

New Hires in companies 100+ employees:

1 reported 0-5 yr.s	10 days
1 reported 0-2 yr.s	26 days
1 reported 1-2 yr.s	28 days
1 reported 0-1 yr.s	27 days

New Hires in companies <100 employees:

6 reported 0-1 yr.s 5 days  
 1 reported 0-1 yr.s 7 days  
 4 reported 0-1 yr.s 10 days  
 3 reported 0-1 yr.s 12-17 days  
 2 reported 0-1 yr.s 22-24 days

All reporting companies had graduating scales for years of service, with maximum vacation time available after:

5 reported max. after 20 yr.s service  
 7 reported max. after 15 yr.s service  
 7 reported max. after 10 yr.s service  
 6 reported max. after 3-9 yr.s service

Are regular part time employees eligible for vacation pay?

	100+ employees	<100 employees
No	0	7
Yes	4	18

Are temporary employees eligible for vacation pay?

	100+ employees	<100 employees
No	4	19
Yes	0	2

Additionally:

5 companies reported that paid vacation time is prorated for P/T & Temp staff in accordance with time worked.

**Sick and Personal time:**

Same for all employees:

100+ employees	<100 employees
1 @ 9 days	1 @ 22 days
1 @ 6 days	1 @ 12 days
	1 @ 10 days
	2 @ 5 days
	1 @ 4 days

Are employees permitted to carry over unused sick days from one year to the next?

	100+ employees	<100 employees
No	1	7
Yes	3	17

If yes, how many days may be accumulated?

1 company reported carry over of up to 45 sick days
1 company reported no limit of carry over
1 company reported carry over of up to 5 sick days
1 company reported carry over of up to 24 sick days
1 company reported carry over of up to 160 sick days
1 company reported carry over with no limit for vacation days only
1 company reported carry over of up to 12 sick days
1 company reported carry over of up to 10 sick days
1 company reported carry over of up to 2 yr.s of sick days

If no, does company pay out earned CTO/Vacation/Sick time at end of the year?

	100+ employees	<100 employees
No	2	4
Yes	1	3

**7. Does your company pay out earned unused CTO, Vacation, Sick and/or Personal time upon termination?**

	+100 employees	<100 employees
No	1	8
Yes	3	17

## Health Benefits

1. Does your company offer the following benefits?

Medical:

	100+ employees	<100 employees
No	0	5
Yes	4	24

Dental:

	100+ employees	<100 employees
No	0	17
Yes	4	11

Short-term disability:

	100+ employees	<100 employees
No	1	11
Yes	3	14

Long-term disability:

	100+ employees	<100 employees
No	1	13
Yes	3	14

Group Life Insurance:

	100+ employees	<100 employees
No	0	12
Yes	4	15

How is eligibility determined?

4 @ 1 <sup>st</sup> of the month following 1 month of emp., long term disability @ 6 months
5 @ 1 <sup>st</sup> of the month
1 @ immediately upon hire
2 @ full time/year round at hire
6 @ 90 days employment
1 @ 90 days for employees with 36 hr.s a week or more
1 @ 90 days for employees with 30 hr.s a week or more

Are medical/dental benefits available for dependents?

	100+ employees	<100 employees
No	0	3
Yes	4	22

Do employees contribute to benefit coverage?

	100+ employees	<100 employees
No	0	8
Yes	4	20

If so what is the contribution?

Range of co-pays from fixed amount (\$30 per month) up to 50%
Average co-pay of 15.8%

**3. Does your company offer a retirement savings/pension plan?**

	100+ employees	<100 employees
No	0	11
Yes	4	18

- 1 company reported 4% contribution
- 3 company reported 6% contribution
- 5 company reported 3% contribution
- 1 company reported 7% contribution
- 1 company reported 3% contribution to 401(K)
- 1 company reported 100% of 40% match plus .5% employer contribution

- 1 company reported 3-15% contribution based on years of service
- 1 company reported profit sharing only
- 1 company reported 5% contribution, and employees can contribute whatever they want
- 1 company reported no match
- 1 company reported 4.5% contribution
- 1 company matched up to 2% on 401(K), and maintained a defined benefit plan
- 1 company reported it was discretionary and could equal 50% of employees contribution up to 3% of wages
- 1 company reported a Simple IRA with 3% match

## Pay Data on Specific Positions (per survey responses)

Job Title	# Reporting	# Workers	Low wage	High wage	Current Avg. Wage	Minimum Range	Maximum Range
Receptionist	8	17	\$10.21	\$16.14	\$12.64	\$10.21	\$16.14
Office Clerk/Typist	4	12	\$10.00	\$14.76	\$12.13	\$10.00	\$14.76
Data Entry	3	4	\$11.22	\$11.22	\$11.22	\$11.22	\$11.22
Secretary	4	5	\$14.14	\$18.88	\$16.18	\$16.18	\$18.88
Adm. Asst.	10	22	\$10.00	\$32.80	\$15.47	\$10.00	\$32.80
Office Manager	12	20	\$15.00	\$31.75	\$20.33	\$15.00	\$31.75
Human Res. Admin.	7	9	\$19.25	\$35.24	\$26.75	\$19.25	\$35.24
Human Resource Mgr.	7	8	\$23.24	\$64.21	\$40.40	\$23.24	\$64.21
Accounting Admin.	5	9	\$12.00	\$32.86	\$21.93	\$12.00	\$32.86
Bookkeeper	7	7	\$15.00	\$19.03	\$16.01	\$15.00	\$19.03
Accountant.	4	8	\$24.00	\$34.23	\$28.15	\$24.00	\$34.23
Controller	6	9	\$23.24	\$49.20	\$33.63	\$23.24	\$49.20
Purchasing Mgr.	6	6	\$12.00	\$40.75	\$23.65	\$12.00	\$40.75
Retail Sales Clerk	5	14	\$9.90	\$14.50	\$11.90	\$9.90	\$14.50
Sales Asst.	1	2	\$10.00	\$14.00	\$12.00	-	-
Telephone Sales Rep	2	3	\$11.00	\$11.00	\$11.00	-	-
Field Sales Rep	5	8	\$14.00	\$28.00	\$21.52	\$14.00	\$28.00
Customer Service	7	20	\$9.05	\$20.93	\$14.65	\$9.05	\$20.93
Graphic Design	4	5	\$13.44	\$28.00	\$20.47	\$13.44	\$28.00
Advertising Coordinator	2	4	\$16.52	\$32.20	\$21.12	\$16.52	\$32.20
Marketing Manager	6	8	\$15.87	\$40.00	\$25.03	\$15.87	\$40.00
Inventory Control Clerk	4	4	\$13.00	\$18.00	\$15.12	\$13.00	\$18.00
Shipping & Receiving	8	10	\$10.00	\$26.62	\$16.97	\$10.00	\$26.62
Delivery Driver	1	10	\$10.43	\$15.61	\$12.24	\$10.43	\$15.61
Production Worker	3	29	\$7.81	\$20.00	\$11.68	\$7.81	\$20.00
Electronic Assembler	1	11	\$11.00	\$14.25	\$12.55	\$11.00	\$14.25
Skilled Machine Op.	2	7	\$10.25	\$18.00	\$14.13	\$10.25	\$18.00
Production Supervisor	3	7	\$11.50	\$17.50	\$13.98	\$11.50	\$17.50

Production Manager	3	3	\$18.00	\$36.75	\$27.27	\$18.00	\$36.75
Maintenance Worker	6	15	\$13.00	\$25.68	\$18.94	\$13.00	\$25.68
Janitors/Cleaners	3	10	\$9.00	\$18.90	\$12.48	\$9.00	\$18.90
Cooks/Chefs	3	11	\$11.00	\$28.88	\$16.14	\$11.00	\$28.88
Short Order Cook	1	10	\$14.53	\$21.98	\$16.09	\$14.53	\$21.98
Food Prep/Helpers	3	13	\$9.00	\$12.97	\$11.35	\$9.00	\$12.97
Housekeeping Supervisor	1	1	\$12.50	\$12.50	\$12.50		
Bartenders	1	10	\$9.64	\$14.82	\$12.26		
Waitstaff	1	13	\$5.75	\$28.88	\$13.63		
Desk Clerk	1	1	\$10.75	\$10.75	\$10.75		

\*\* 27 Companies Reporting