

NORTH WEST



Wage & Benefit Survey

December 2006

Northwest Kentucky Forward 2006 Wage & Benefit Survey

Northwest Kentucky Forward conducted this online survey of manufacturers, distribution centers, and major service employers in the four-county area of Henderson, McLean, Union, and Webster Counties in November & December 2006. It was conducted as a part of the NWKF's active existing business program.

The survey was designed in conjunction with area Human Resource professionals through NWKF's HR Council. The survey recorded a 42% response rate.

For more on Northwest Kentucky or the Existing Business program, please visit our website at www.northwestky.com.



I. Business Information

1. Type of Business

Manufacturing	36%
Distribution/Logistics	8%
Service	17%
Other	39%

2. Local ownership

Locally	47%
Not Locally	53%

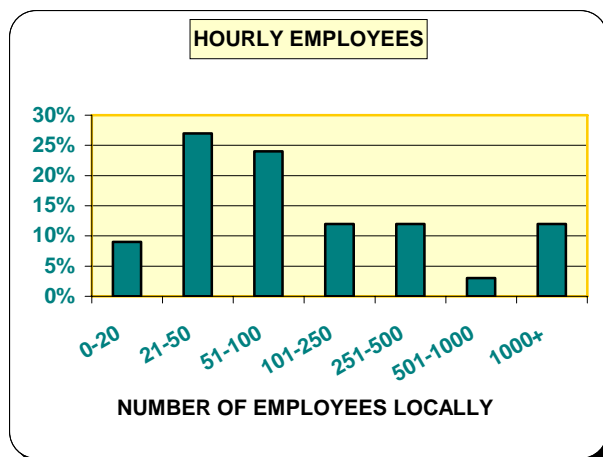
3. Where is your corporate or divisional headquarters?

Henderson	36%
Elsewhere in Kentucky	12%
Pennsylvania	8%
Michigan	8%
Other	36%

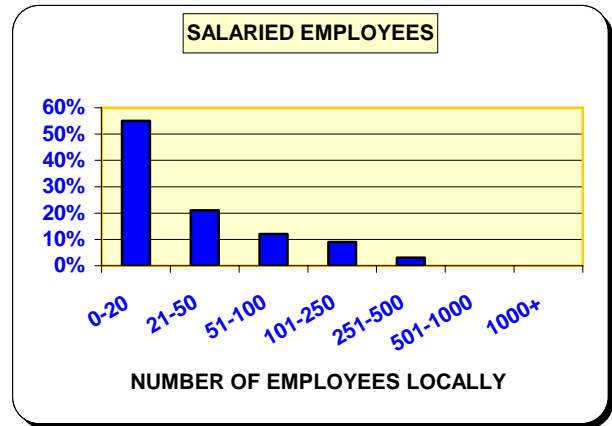
4. Is your facility ISO certified?

Yes	35%
No	65%

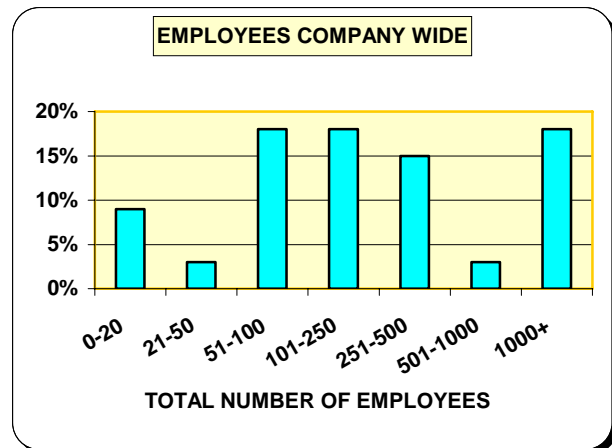
5. What is the total number of *hourly* employees at this facility?



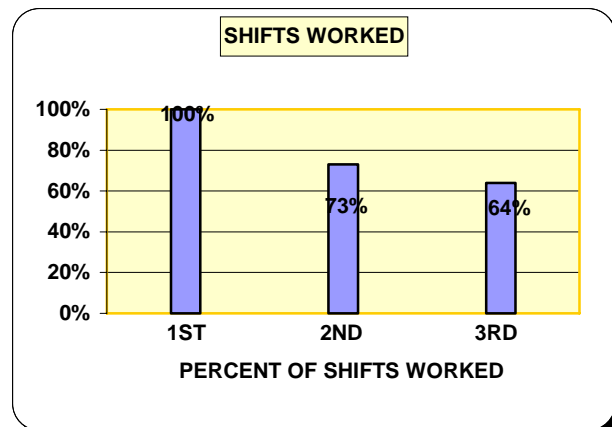
6. What is the total number of *salaried* employees at this facility?



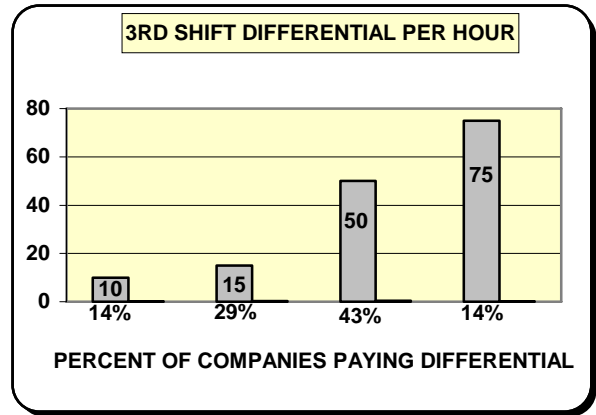
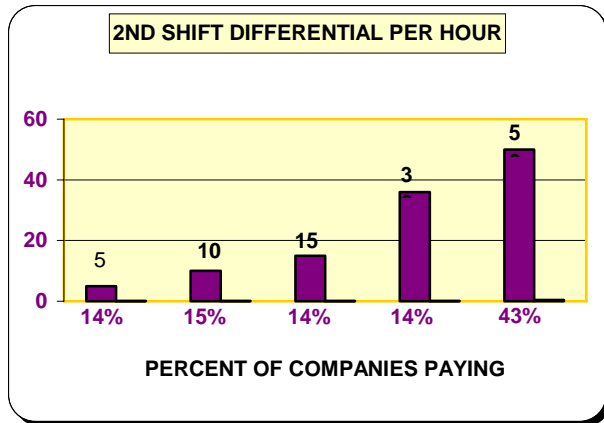
7. What is the total number of employees company wide?



8. Which shifts are worked at your facility?



9. What is the shift differential pay?



10. On average, how many days per week does this facility operate?

Four	0%
Five	48%
Six	12%
Seven	39%

II. Job Classifications & Wages

The questions in this section (11-37) asked wage questions for 32 job classifications. For each classification, respondents were asked to list the starting wage, 3 month increase, 6 month increase and 1 year increase. The results of this section can be found at the end of this survey.

It is important to note that education and experience are not specifically taken into account in this survey.

III. Benefits

38. What % of the medical insurance premium is paid by the company?

50% or less	12%
51-74%	16%
75-80%	29%
81-95%	26%
100%	17%

40. What % of dental insurance is paid by the company?

None	42%
50-70%	8%
71-80%	25%
81-95%	8%
100%	17%

39. What % of RX coverage is paid by the company?

less than 70%	18%
70-79%	34%
80-95%	20%
100%	28%

41. What % of vision insurance is paid by the company?

None	57%
50-70%	10%
71-80%	19%
81-95%	9%
100%	5%

42. Does your company provide paid time off?

Yes 91%
No 9%

43. When do new hires earn paid vacation days?

After 30 days 4%
After 90 days 4%
After 6 months 36%
After 1 year 44%
Other 12%

44. What is your vacation progression?

After 1 Year

5 days 63% 10 days 24%
12 days 5% 17 days 4%
24 days 4%

After 3 Years

10 days 83% 17 days 12%
24 days 5%

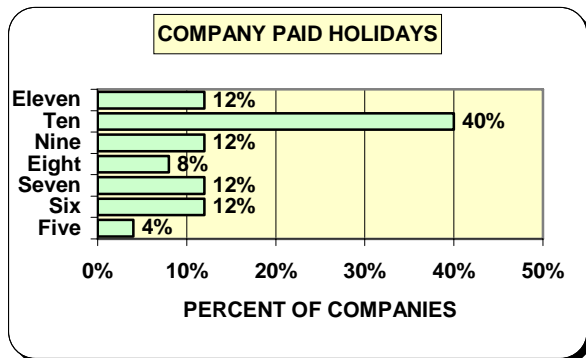
After 5 Years

10 days 39% 11-14 days 24%
15-17 days 29% 20+ days 8%

After 10 Years

10 days 19% **15 days 52%**
16-19 days 15% 20+ days 14%

45. How many paid holidays does your company provide each year?



46. Does your company offer paid sick days?

Yes 40%
No 60%

47. Does your company offer paid maternity leave?

1 week 0%
2 weeks 4%
4 weeks 4%
6 weeks 26%
No 65%

48. Does your company offer paid jury duty?

Yes 92%
No 8%

49. Does your company offer paid bereavement leave?

Yes 92%
No 8%

50. Does your company offer life insurance?

Yes 92%
No 8%

51. Does your company offer supplemental life insurance?

Yes 84%
No 12%

52. Does your company offer dependent life insurance?

Yes 80%
No 20%

53. Does your company offer short-term disability?

Yes 68%
No 32%

54. Does your company offer long-term disability?

Yes 73%
No 27%

55. Does your company offer paid FMLA?

Yes 30%
No 70%

56. Does your company offer other paid leave?

Yes 38%
No 62%

57. Does your company offer a 401(k)?

Yes 92%
No 8%

58. Does your company offer a Simple IRA?

Yes 8%
No 92%

59. Does your company offer profit-sharing?

Yes 28%
No 72%

60. Does your company offer a bonus plan?

Monthly 8%
Annually 44%
Other 4%
No 44%

61. Does your company offer education assistance?

Yes 83%
No 17%

62. Does your company offer any incentive programs? *Check all that apply.*

Perfect Attendance 78%
Service Awards 78%
Safety Awards 57%
Other 13%

63. Does your company offer a wellness program?

Yes 52%
No 48%

IV. Drug Testing Practices

64. Does your company perform pre-employment drug testing? *Check all that apply?*

Yes 79% Onsite 33%
No 17% Offsite 50%

65. Does your company perform random drug testing? *Check all that apply?*

Yes 54% Onsite 21%
No 46% Offsite 33%

66. Does your company perform drug testing on suspicion? *Check all that apply.*

Yes 88% Onsite 25%
No 4% Offsite 62%

67. Does your company perform post accident drug testing? *Check all that apply.*

Yes 88% Onsite 25%
No 8% Offsite 62%

JOB TITLES AND WAGES

32 Categories	Low Beginning Wage	Mid Beginning Wage	High Beginning Wage	Weighted Avg. Beg. Wage	Average 3 Month Increase	Average 6 Month Increase	Average 1 Year Increase
Accountant	10.00 hr	n/a	n/a	n/a	n/a	n/a	n/a
Accounts Payable	12.00 hr	n/a	n/a	n/a	b/a	n/a	n/a
Accounts Receivable	13.75 hr	n/a	n/a	n/a	n/a	n/a	n/a
Administrative Assistant	8.00 hr	13.05 hr	17.01 hr	12.27 hr	n/a	.52 hr	.68 hr
Bookkeeper	9.13 hr	10.82 hr	13.50 hr	11.67 hr	n/a	.35 hr	.94 hr
CSR	8.71 hr	9.56 hr	16.75 hr	11.14 hr	n/a	.30 hr	1.22 hr
Electrician	13.35 hr	16.53 hr	24.95 hr	17.11 hr	.59 hr	.34 hr	.84 hr
Engineer	15.86 hr	22.24 hr	37.58 hr	23.05 hr	.67 hr	n/a	.78 hr
Forklift Operator	6.75 hr	10.41 hr	13.39 hr	10.35 hr	.44 hr	.56 hr	.47 hr
General Labor/Line Worker	6.75 hr	9.23 hr	12.00 hr	9.24 hr	.47 hr	.30 hr	.52 hr
Human Resources Manager	14.42 hr	25.30	34.32 hr	25.17 hr	n/a	0.89	2.24 hr
Human Resources Coordinator/Asst.	9.07 hr	14.24 hr	16.82 hr	14.53 hr	n/a	.51 hr	.91 hr
IT/Computer Tech	11.23 hr	14.23 hr	23.70 hr	17.50 hr	n/a	0.39	0.95
Janitorial/Custodian	7.00 hr	8.51 hr	10.15 hr	8.52 hr	.46 hr	.21 hr	.44 hr
Machine Operator	6.75 hr	10.65 hr	18.00 hr	10.90 hr	.38 hr	.43 hr	.61 hr
Maintenance	6.75 hr	12.52 hr	24.95 hr	12.80 hr	.50 hr	.48 hr	.78 hr
Material Handler	7.25 hr	n/a	7.90 hr	n/a	n/a	n/a	n/a
Quality Manager	11.00 hr	21.00 hr	31.25 hr	21.03 hr	.62 hr	n/a	2.63 hr
Quality Control Inspector	7.25 hr	n/a	8.40 hr	n/a	n/a	n/a	n/a
Quality Technician	10.50 hr	13.01 hr	16.20 hr	13.12 hr	0.22	0.22	1.16 hr
Production Manager	33.65 hr	n/a	n/a	n/a	n/a	n/a	3.36 hr
Receptionist	8.50 hr	10.41 hr	12.74 hr	10.45 hr	0.19	0.23	0.5
Safety Manager/Coordinator	12.01 hr	20.23 hr	31.25 hr	16.35 hr	n/a	1.21	0.91

