

2014 Survey of Benefits and Report of Wages for Whitley County

Survey Prepared for and Sponsored by the
Whitley County Economic Development Corporation

Prepared and Analyzed by the
Community Research Institute at IPFW



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Introduction

In early 2014, the Whitley County Economic Development Corporation conducted a survey of benefits by emailing companies in Whitley County using their contact list. Participation was voluntary. The survey had been designed by the Community Research Institute at IPFW (CRI), and the following benefit analysis was also prepared by CRI. The occupational wage data in this report was obtained from EMSI (Economic Modeling Specialists International) and is based on employment data from the Bureau of Labor Statistic's Quarterly Census of Employment and Wages program (BLS QCEW). This is employment known to the BLS by gathering quarterly wage and employment data from the companies. The wage data are not influenced by self-employment, or by any other employment not covered in the QCEW program. The types of jobs not included in the QCEW are military jobs, railroad jobs, and some government workers.

The wage data is most likely statistically accurate given its source. The benefits report is based on the responses received to this survey. There were 29 responses from employment establishments, and the analysis that follows represents all responses. There was no attempt to differentiate the responses by type or size of business, although the survey did give employers an opportunity to identify if benefit plans were different for exempt and non-exempt employees (see Appendix for definitions). At times, CRI was able to supplement this report with additional information collected from other sources on topics such as commuting and turnover. The average Full Time Equivalent employment (FTE-see Appendix for definition) from the companies responding was 133, and the median was 57. Although manufacturers are well represented in this survey with over 58 percent of the responses from manufacturers, there were eight other sectors represented in the responses. Note that in Whitley County, manufacturing represents a sizeable percentage of employment, approximately 38.4 percent.

The survey was administered electronically, and gave employers an opportunity to identify their leave and benefit options by classification. Some companies offered the same set of leaves or benefits to all employees, regardless of classification, while others had different programs for exempt or non-exempt employees (see Appendix for definitions). Employers could identify all options available for their establishment, and then these were separated by type for analysis.

Part I: Benefits

A. Leaves

Summary of Leaves From Both Traditional and PTO Programs:

In addition to the survey offering reporting options for exempt and non-exempt classifications, the survey also differentiated between the traditional time-off programs, i.e. vacation, sick leave, and other leave managed on a leave-by-leave basis compared to the aggregate time-off, referred to as PTO (Paid Time Off), in which an employee is given a pre-determined number of days and manages that time to cover all leaves. Some employers may specify that all leaves, such as funeral leave, are covered by the PTO, some offer additional leave benefits for these special leaves.

Percent responding that they offered the traditional time-off programs for different types of leaves	79.3%
Percent offering PTO	20.1%

From this, we interpret this as the PTO companies offering a set of days which can be used for either vacation or sick leave , as well as other leaves. When combined with the responses from traditional time-off programs, the following statements can be made regarding overall Whitley County leave policies:

- When PTO and vacation benefit responses are combined, 93.1 percent of the companies offered paid vacation to full-time employees, and 3.4 percent more offer vacation by the 5th year of service.
- When PTO and sick leave benefit responses are combined, 51.8 percent of the companies offered paid sick leave to full-time employees, and 3.4 percent more offered this leave by the 5th year of service. This excludes responses from companies which appeared to offer just long-term or short-term disability.

Some employers offer a different set of benefits to exempt or non-exempt personnel. The following analysis breaks out responses for exempt:

For Those Offering Traditional Leave Programs (i.e. Non PTO)

1. Vacation: 100 percent responded that they offer paid vacation benefits, and 70 percent of these offered the same plan to both exempt and non-exempt, that is, the majority are represented by the first column of data.

Average Annual vacation days by Years of Service, by type of employee

	Vacation Days for Establishments Offering Same Plan to Both Types of Employees	Vacation Days for exempt only	Vacation Days for non-exempt only
1 Year of Service	6.6	10.3	6.0
5 Year of Service	12.0	12.5	10.7
10 Year of Service	15.4	14.3	13.8
20 Year of Service	18.8	17.2	17.2

2a.) Additional Leaves: The majority of these establishments, 91.3 percent, also offered the same plan for additional leave to all employees, regardless of their exempt status. The table below represents the majority of responses for additional leaves.

Leaves from Employers offering *same Leave Benefits* to all employees, exempt and non-exempt

Type of Leave	Percent (of Traditional Companies) Offering Leave	Of Those offering Benefit, Average Number of Days
Holidays	100.0%	8.8
Funeral Leave	90.5%	2.7
Jury Duty	66.6%	Ranged from 3 to unlimited; Excluding the unlimited responses, the average was 15.4
Witness	23.8%	Most responses were uncertain of policy or chose to leave the number of days allowed blank
Paid Personal Days	33.3%	2.5
Military Leave	38.1%	16.3

2b.) Additional Leave Offered for Exempt Only (salaried)

Leaves from Employers offering different Leave Benefits to exempt and non-exempt. The following represents the plan for Exempt:

Type of Leave	Percent (of Traditional Companies) Offering Leave	Of Those offering Benefit, Average Number of Days
Holidays	100.0%	There were too few responses to report.
Funeral Leave	100.0%	There were too few responses to report.
Jury Duty	100.0%	There were too few responses to report.
Witness	50.0%	Most responses were uncertain of policy or chose to leave the number of days allowed blank
Paid Personal Days	100.0%	Most responses were uncertain of policy or chose to leave

		the number of days allowed blank
Military Leave	50.0%	Same as above statement

2c.) Additional Leave Benefits for Non-Exempt Only (hourly): There were too few responses to report.

3. Sick Leave in Traditional Leave Establishments (*i.e. Non PTO*): Approximately 30 percent of all “traditional leave” companies offer sick leave as a separate benefit, excluding leave which is really better termed as long- or short-term disability. Of those that offer a sick leave benefit, 71 percent offer the same plan to both exempt and non-exempt employees, and therefore the middle column below represents the average length of time allowed for this benefit. Most of the companies that offered the same sick leave to all employees also offered the same number of sick leave absences regardless of the length of time worked, with the exception of those with one year of service.

	Average Number of Days from those Establishments Offering Same Plan to Both Types of Employees	Sick leave for exempt only plan and for non-exempt only plan
1 Year of Service	5.4	Almost all responses indicated a sick leave policy in excess of 90 days, at which time we consider that to be short-term disability rather than sick leave.
5 Year of Service	4.8	
10 Year of Service	4.8	
20 Year of Service	4.8	

For Those Offering PTO Programs

Two-thirds offered the same benefit or program to both hourly/non-exempt employees and to exempt employees, and these were based on years of service. Average annual days per benefit plan per type of employee are indicated below:

1. Average Annual PTO days by Years of Service

	Establishments Offering Same Plan to Both Types of Employees	PTO for exempt only	PTO for non-exempt only
1 Year of Service	8.0	5.0	7.0
5 Year of Service	17.3	7.5	14.0
10 Year of Service	23.0	7.5	21.0
20 Year of Service	29.3	7.5	28.0

In those establishments offering PTO, some offer additional leaves as of the benefit package although some may determine that the PTO amount is for every leave. For example, in the chart below, 83.3 percent of PTO companies also offer additional holiday leave, 83.3 percent offered additional time off for funeral leave. If not offered as additional leave, then the assumption is that the employee will have to use regular PTO days off for these events.

2. Additional Leave Offered in PTO Establishments

Holidays	83.3%
Funeral Leave	83.3%
Jury Duty	100.0%
Witness	16.7% included it as part of regular PTO, and an additional 67% offered additional leave. Uncertain 17%.
Military Leave	20% included it as part of regular PTO, and an additional 80% offered additional leave

Part-Time Employees: Twenty-one percent of all companies offer paid leave to part-time employees. Only 3.6 percent of all responders offered paid leave in all eight leave categories (vacation, sick, holiday, funeral, jury, military, witness, personal). Among those who offered leaves, the average number of leaves offered were four. None of the companies that had a PTO plan offered leaves to part-time employees. Of the 21 percent of companies offering leave to part-time employees, the following leaves were offered:

Funeral Leave:	83.3%
Vacation:	66.7%
Holidays:	66.7%
Jury Duty:	50.0%
Sick Leave:	33.3%
Personal Leave:	33.3%
Military Leave:	33.3%
Witness:	16.7%

B. Insurance

Almost all (93.1 percent) of the respondents offered the same insurance options to both classifications of employees. This could mean that all employees were treated equally and that no employee received any benefits, although this was an uncommon occurrence. Of the 93.1 percent of companies offering the same plan, the following tables identify what types of insurance are offered, and who pays for the insurance. Only responses from companies who offered the same plan to all employees were analyzed due to small number of responses from those offering different plans to exempt and to non-exempt employees.

Insurance for Employee

Type of Insurance	Offered for employee? (% of Companies Offering Ins.)	Who Pays for Insurance?			Not Offered
		Company	Employee	Shared	
Health /Medical	93.1%	3.4%	3.4%	86.2%	6.9%
Dental	62.1%	3.4%	27.6%	31.0%	37.9%
Vision-Eyewear	62.1%	3.4%	37.9%	20.7%	37.9%
Life	79.3%	62.1%	3.4%	13.8%	20.7%
Short-term Disability	62.1%	41.4%	13.8%	6.9%	37.9%
Long-term Disability	58.6%	41.4%	13.8%	3.4%	41.4%
Accidental Death/ Dismemberment	65.5%	41.4%	10.3%	13.8%	34.5%

Insurance for Dependent

Type of Insurance	Offered for dependent? (% of Companies Offering Ins.)	Who Pays for Insurance?			Not Offered
		Company	Employee	Shared	
Health /Medical	89.7%	0%	17.2%	72.4%	10.3%
Dental	55.2%	0%	24.1%	31.0%	44.8%
Vision-Eyewear	51.7%	0%	27.6%	24.1%	48.3%
Life	48.3%	0%	48.3%	0%	51.7%
Short-term Disability	6.9%	0%	6.9%	0%	93.1%
Long-term Disability	6.9%	0%	6.9%	0%	93.1%
Accidental Death/ Dismemberment	44.8%	0%	41.4%	3.4%	55.2%

The tables above are based on the total number of responses in this survey, which includes these responses as not offering any insurance. Of the companies which responded that they offer different insurance options depending on whether the classification of the employee (exempt or non-exempt), it appeared that the companies did not pay for any type of insurance, regardless of the classification.

Part-Time Employees: Only 10.3 percent of all responding companies offer insurance to part-time employees. In all of these cases, all of these establishments shared in the cost of the insurance with the part-time employee.

Insurance for Part-Time Employees

Type of Insurance	Offered for P-T Employee?	Who Pays for Insurance?			Not Offered
		Company	Employee	Shared	
Health /Medical	10.3%	0%	0%	10.3%	89.7%
Dental	10.3%	0%	0%	10.3%	89.7%
Vision-Eyewear	10.3%	0%	0%	10.3%	89.7%
Life	10.3%	0%	0%	10.3%	89.7%
Short-term Disability	10.3%	0%	0%	10.3%	89.7%
Long-term Disability	10.3%	0%	0%	10.3%	89.7%
Accidental Death/ Dismemberment	10.3%	0%	0%	10.3%	89.7%

Retired Employees: Almost 14 percent of all responding companies offer some type of insurance to retired employees, and in all cases, the price of the insurance is the responsibility of the retired employee. Some insurance options are not applicable to retired employees, such as long-term and short-term disability insurance.

Insurance for Retired Employees

Type of Insurance	Offered for Retired Employee?	Who Pays for Insurance?			Not Offered
		Company	Employee	Shared	
Health /Medical	13.8%	0%	13.8%	0%	86.2%
Dental	10.3%	0%	10.3%	0%	89.7%
Vision-Eyewear	10.3%	0%	10.3%	0%	89.7%
Life	3.4%	0%	3.4%	0%	96.6%
Short-term Disability	NA				
Long-term Disability	NA				
Accidental Death/ Dismemberment	0%	0%	0%	0%	100%

HSAs and Choices: Employers were asked if they offered a Health Savings Account (HSA). Seven percent were uncertain, 55 percent did offer an HSA, and 38 percent did not. Additionally, 41 percent indicated they give employees a choice on the type of plan, e.g. Preferred Provider or Health Maintenance Organization.

Prescription Plan: Establishments were asked if they offered a prescription plan, either as part of an insurance plan or as a stand-alone plan. Seventy-five responded that there was a prescription plan in place, 25 percent did not.

	Plan in Place	Who Pays for Insurance?			Not Offered
		Company	Employee	Shared	
Prescription Plan	75.0%	0%	3.6%	71.4%	25.0%

C. Retirement Benefits

General

- 82.8 percent offer some type of plan (or plans) to both exempt and non-exempt employees
- 10.3 percent do not offer a retirement plan
- 3.4 percent offer a different plan for exempt and for non-exempt workers
- It could not be determined by the responses for 3.4 percent of the group how the retirement plan was administered or if the plan was the same for both types of employees.

The following table summarizes the retirement plans available from those companies offering the same plan to all employees. Note that over 20 percent of the companies indicated they offered more than one retirement plan, so the response will not add to 100 percent.

Retirement benefit	Offered by Company to all employees	Other Insights:
Defined benefit pension plan (aka traditional pension plan)	6.9%	
Defined contribution plan, such as 401(k), 403(b), profit-sharing, employee stock ownership (with possible 401(k) associated with these	65.5%	Of the companies with a defined contribution plan, <ul style="list-style-type: none"> • 42.1% responded that there was a company contribution; • 57.9% responded that there was no company contribution. Of this 57.9 %, a little over a third of these offered other retirement plans (but not the defined pension plan). Only 9% from this group had the SEP plan in place which implies an employer contribution.
Payroll Deduction IRA (only employees make contribution)	10.3%	
SEP (Simplified Employee Pension) IRA (employer makes contributions to each employee's IRA)	13.8%	
Other (e.g. SARSEP, Designated Roth Account, etc.)	17.2%	

Part-Time Employees: 52.6 percent of the companies responded that they make the retirement plans available to their part-time employees.

D. Other Benefits

In this section, responses to “other benefits” are summarized in a slightly different manner than the prior responses. This was due to the lower percentage of companies responding that they offered the same benefits based on classification; only 62 percent indicated that the benefits were the same. However, when we combined all the exempt-only responses with the “same benefit for all employees” (and likewise for the non-exempt classification), the benefits that are offered based on classification appear similar; please assume that there is some monetary difference or some reason for the responses that were received.

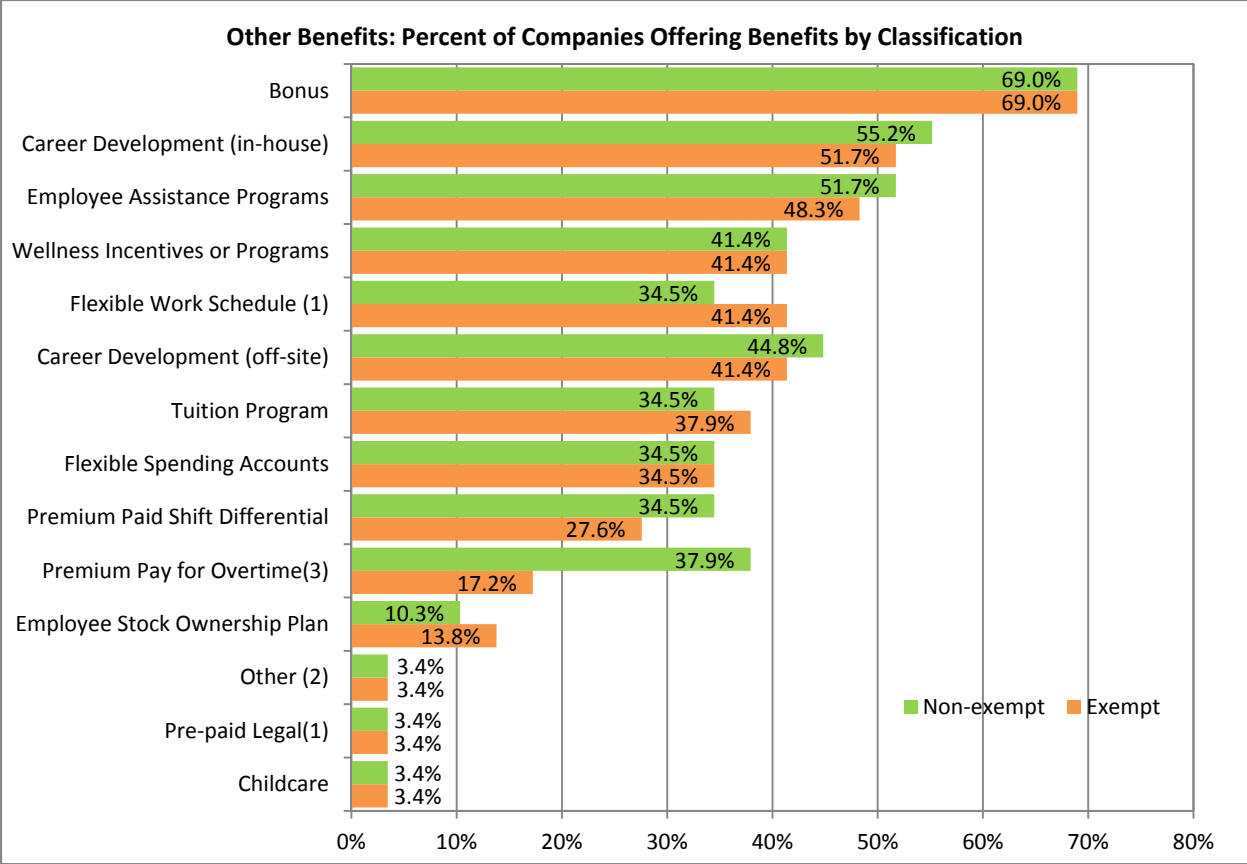


Chart notes: (1) indicates that an additional 3.4 percent of the companies responded they were uncertain if this benefit was offered; (2) Three percent of the responders indicated that “Other” benefits were available in addition to those identified in the chart above, but only one benefit was identified, and that was Profit Sharing; (3) this is over and above mandated overtime pay.

Additional questions were asked about the bonus, which was identified as being offered to all employees in 69 percent of the companies, however in thirty percent of these cases, the responses indicate that the hourly, or non-exempt, and the exempt may have the bonuses calculated or distributed in a different manner. Bonuses could be offered for a number of reasons, and companies could award multiple bonuses. We asked:

Percentage of companies who give bonuses responded:	Exempt	Non-Exempt
Are bonuses based on company profitability? Yes:	75.0%	70.0%
Are bonuses based on Individual performance? Yes:	40.0%	40.0%
Is the bonus an annual holiday bonus of similar? Yes:	50.0%	50.0%

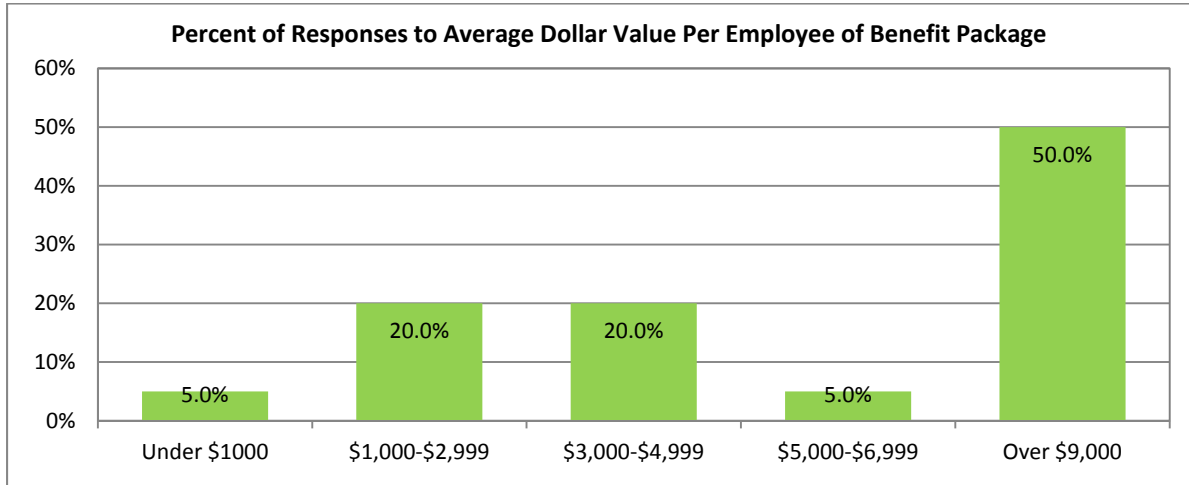
Keep in mind that although these responses appear similar, the company most likely distributes the bonus differently since that is what their responses indicated in almost 40 percent of the responses.

Another way to represent the bonus questions is based on the total sample, not just those who give a bonus:

Percentage of all companies in survey:	Exempt	Non-Exempt
Are bonuses based on company profitability? Yes:	51.7%	48.3%
Are bonuses based on Individual performance? Yes:	27.6%	27.6%
Is the bonus an annual holiday bonus or similar? Yes:	34.5%	34.5%

E. Other Survey Questions Related to Benefits

Benefit Package Cost



Note: Thirty-one percent did not respond to this question, which was one of largest non-responses in this survey.

In addition to the range of dollar value asked in the above question, two additional questions were asked: 1) What was the value of the benefit package as a percent of wages paid? and 2) What percent of total payroll was applied toward providing health/medical insurance? These questions had an even higher non-response rate. Responses are summarized below.

	Value as a % of wages	What % of total payroll is applied toward health/medical insurance?
Range	8-40%	0-20%
Average	26.3%	13.6%
Median	26.5%	13.0%
Non-response	58.6%	65.5%

Affordable Health Care Act Input

Additionally, companies were asked if the Affordable Health Care Act (ACA) shifted proportional payment responsibilities between the company and employee.

- 10 percent responded yes,
- 10 percent were uncertain, and
- 80 percent said no.

Examples given of this change included increased rates to employees, and offering other plans that were more affordable.

Companies were also asked if company costs have gone up due to the ACA.

- 48.3 percent responded yes
- 44.8 percent responded no
- 6.9 percent were uncertain

Just 20 percent of the companies chose to respond to the open-ended opportunity to comment on changes in the health care industry and the impact on the company's benefits package offering. Some responded that they did

not have a benefits package, that they had not been affected, that it was too early to tell, and about half of the responses were negative comments about the government getting involved in health care.

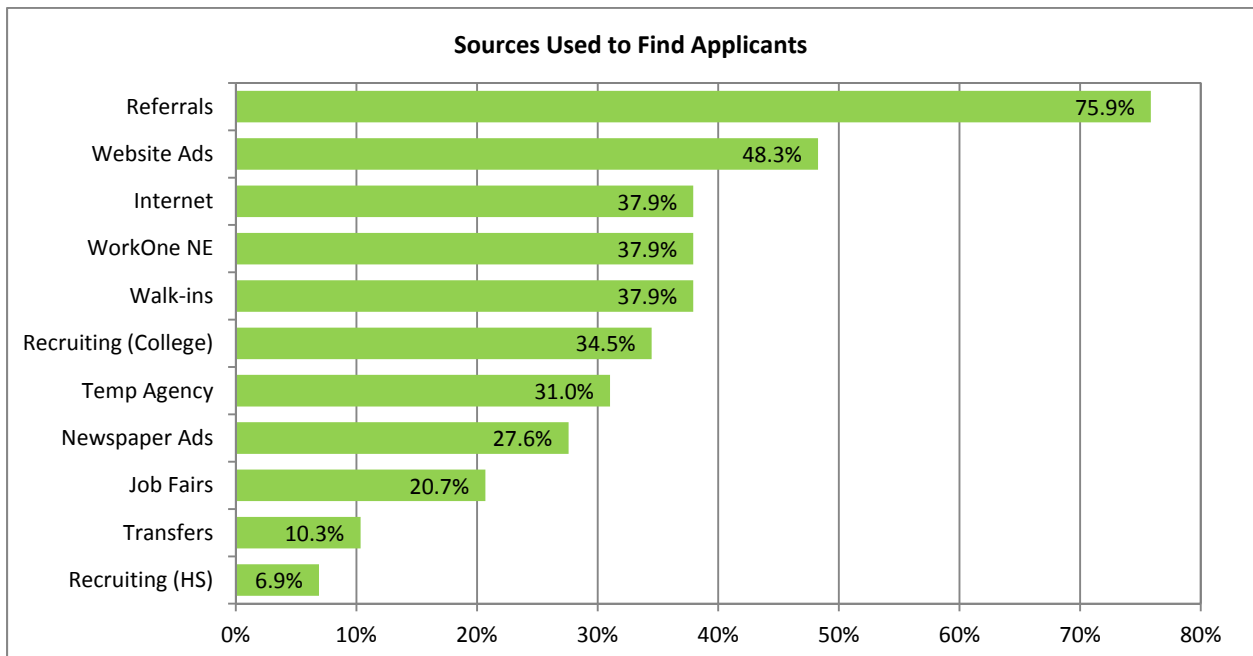
Benefits Waiting Time: Less than 20 percent of the respondents offer benefits immediately upon hire. Almost 83 percent had a waiting period, broken down as follows:

- 30 days: 41.7%
- 3 months: 29.2%
- 60 days: 8.3%
- 1 year: 8.3%
- Different waiting periods for different benefits, or other: 12.5%

F. Other Survey Topics

Hiring Practices

Sources to Locate Employees: The survey suggested 11 potential sources for identifying applicants. Most companies use more than one source or tool to find applicants. The average number of sources used was 3.7, although 13.7 percent did use only one source, with referrals topping the list for those who only use one source. Referrals were the most common tool, used by more than 75 percent of the respondents, as shown in the chart below.



Testing: Thirty-one percent of the establishments indicated they test applicants before hiring. Of the manufacturers, 44 percent responded that they did test applicants. Looking at this from a different perspective, all of those responding affirmative to testing in this survey were in fact manufacturing establishments with one exception. Of those testing, only 11 percent outsourced testing.

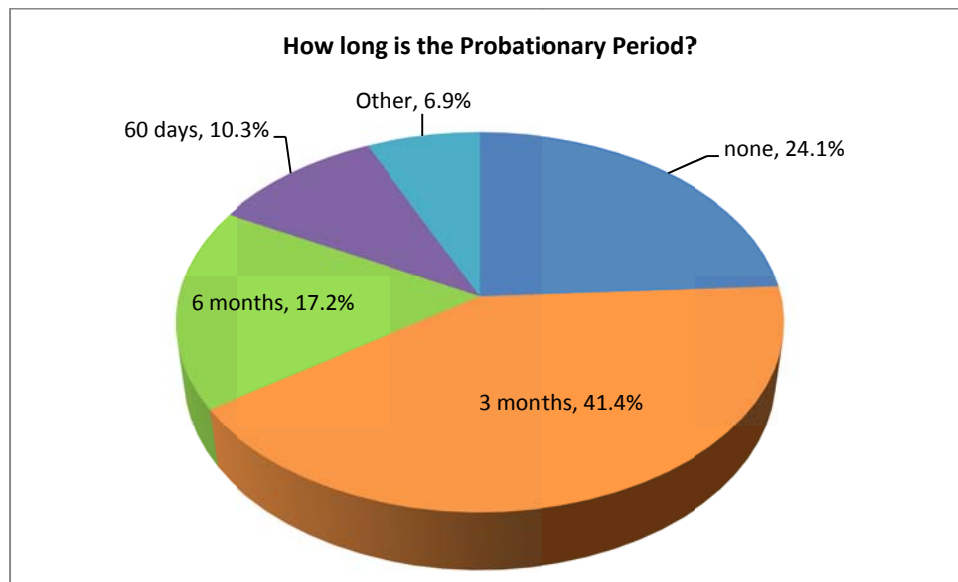
Resources

WorkKeys: Only 3.4 percent of all respondents indicated that they used WorkKeys job profiles.

Work Ethic Certification: Responses to “Does your company recognize the Work Ethic certification”:

- Yes: 13.8 percent
- No: 79.3 percent
- Uncertain: 6.9 percent

Probationary Periods: 76 percent of the companies responding indicated that there was a probationary period. The chart below illustrates this as well as the length of time assigned to the probationary period.



Use of SEF, Tag, or Other training grants

- YES for new hires: 13.7 percent
- YES for incumbent worker training: 7.1 percent

Interns and Seasonal Employment: The survey asked “How many interns does your company currently employ?” Interns, although not defined in the survey, are understood to be student workers who work, sometimes without pay, in order to gain work experience. This question did not intend to ask if seasonal workers were employed who may just happen to be students, and we believe, judging from the responses, that the responders completed the survey by regarding seasonal employment and interns to be different employment situations. Fifty-five percent of the companies do not employ interns, 17.2 percent employ approximately one intern, 13.8 percent employ two, and seven percent employ four. The remaining seven percent did not respond.

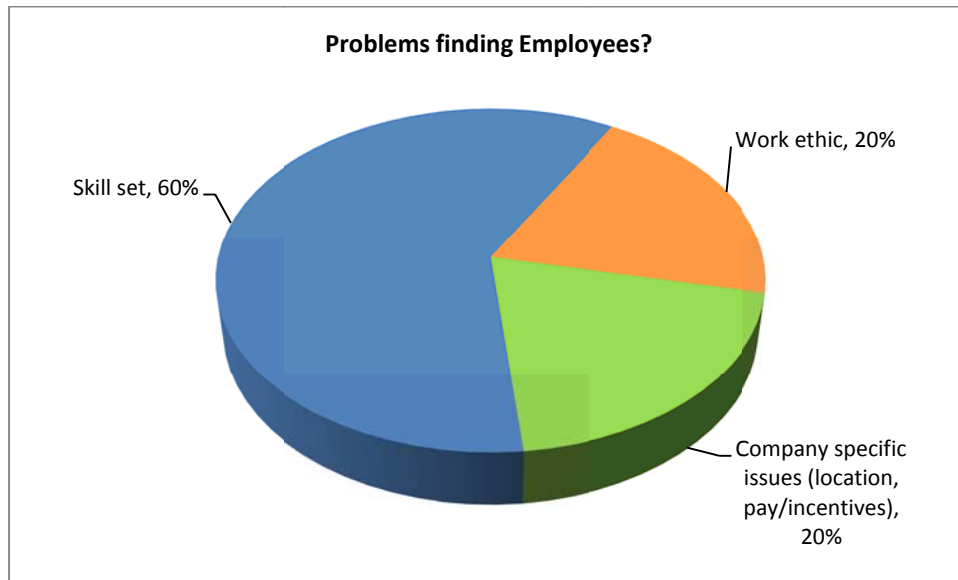
Of the 38 percent who do employ interns, it was asked how or from where interns were recruited:

- Whitley County high schools exclusively (36%)
- Local colleges, universities, or local high schools (18%)

- Out of (NEI (see appendix for definition) area colleges and universities (18%) (responses indicated a need for specific majors such as Ag and Engineering)
- Indeterminate (“schools”) 27%

Additionally, forty-one of the surveys indicated the use of seasonal employment.

Problems with Recruiting Employees: Over one-third of all responders indicated they had problems recruiting employees. Of those having problems, the following chart represents the reason given:



Examples of these problems include difficulty finding welders, machine operators, experienced sales people and engineers, as well as work ethic issues such as showing up for work. Some responses seemed to indicate that companies were dealing with their own internal problems such as the location of their establishment or their pay policies.

Problems with Retaining Employees: Almost one-third of all responders indicated they had problems retaining employees (note, those having retaining and recruiting problems are not identical). Of those having problems, many acknowledged it was company specific such as low pay or poor benefits, or their need for seasonal employees. The need for overtime was identified: is this a company specific need or a work ethic problem? Some studies indicate that overtime is not attractive especially to younger employees. Others specifically identified “work ethic” as an issue, such as employees not showing up for work.

Twenty four percent of the responses indicated that employees were “hired away” locally; only three percent indicated they were “hired away” from beyond the northeast Indiana region.

Other Non-Pay or Benefit Related: (Responses to open-ended questions on skills, certifications, training, organized labor and related):

Open-Ended Questions on Skills, Certifications, and Training

Companies were asked:

1. *What sort of skills do your employees need to have?* This ranged from the very basic “soft skills” and jobs with certain physical abilities to those requiring experienced engineers. Multiple responses were allowed, and 84

percent of the companies identified at least one of the following (note: this is not what skill is lacking or difficult to find in the region, but specifically what is needed):

Skill required of employees	
basic-spell, read, follow instructions; communication, work as a team	36%
physical ability	20%
computer-knowledge of Office Suite	20%
CNC, machining	20%
basic office equip, including basic computer skills	16%
Electrical or electronic	12%
blueprints	12%
retail or sales	12%
specific-engineer	12%
College or other involving education	12%
problem solving	8%
office skills (payroll, purchasing)	8%
welding	8%
self-motivated	4%
sales/marketing	4%
no response	16%

2. *What types of industry certifications do your employees need to have?* No certification was identified by more than one company (i.e. all unique) except for a desire for “manufacturer machine specific certification”. Others mentioned include welding, CDL, wastewater, teacher’s license, hazmat endorsements, commercial pesticide license, and CPR.

3. *What training programs do you need? “Is there training on common sense?”* Perhaps that response was one out of frustration. Almost 15 percent of the companies did offer their own training, either in-house or contract training. Of those that responded that certain programs were needed, CNC or machine training had the highest response, with 17 percent of the companies indicating that need. Workplace safety and GD&T training were also mentioned by 6.9 percent of the companies. Lower response rates were seen for welding, truck safety, marketing, measurement training, hazcom, time management, and conflict resolution.

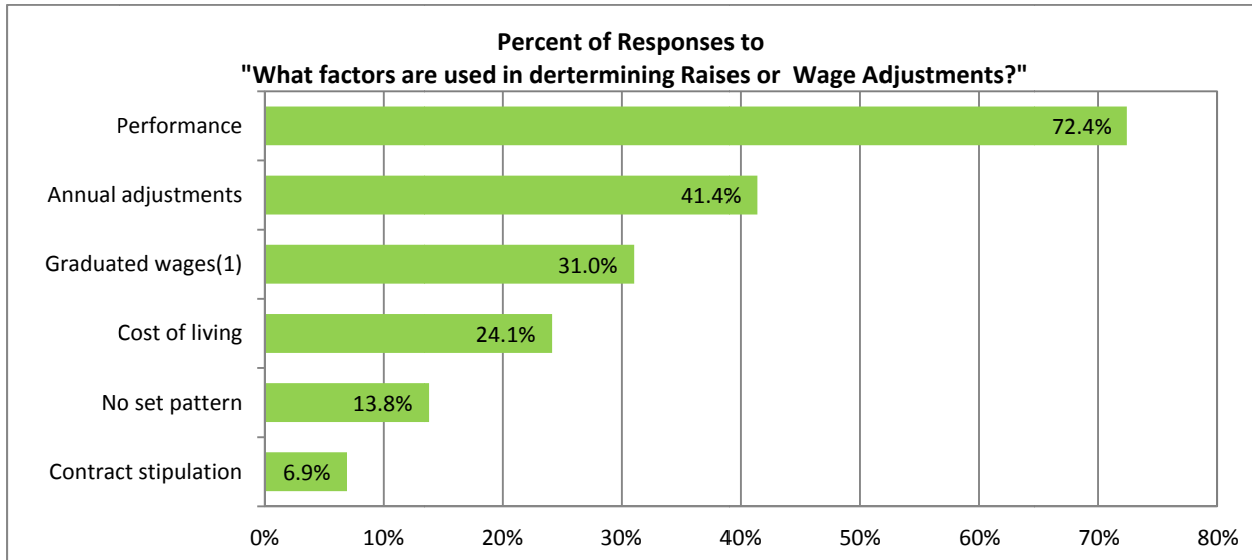
Union or Labor Agreements: Ten percent of the responses indicated that at least some employees were covered by a labor union contract, and none of these had any union activity in 2012. Many sectors are represented by union membership, with the fastest growing sectors found in many of the service sectors. For example, statistics for Indiana and the FW MSA (of which Whitley County is part) indicate that the higher levels of membership are found in the government service areas, as shown below.

UNION MEMBERSHIP, 2013	FW MSA	State of Indiana
Percent of all Employees	14.0	9.3
In Private Enterprises	12.3	7.5
In Public (Gov., including public schools)	26.7	21.9
In Mfg.	Not avail.	13.3
Source: UnionStats.com		

Shut-downs: Seventeen percent (17.2) indicated that the establishment did shut down during the year. All of these indicated that employees were paid, either by using their vacation or PTO (60 percent of those responding that shut-downs existed) or by being paid by the company.

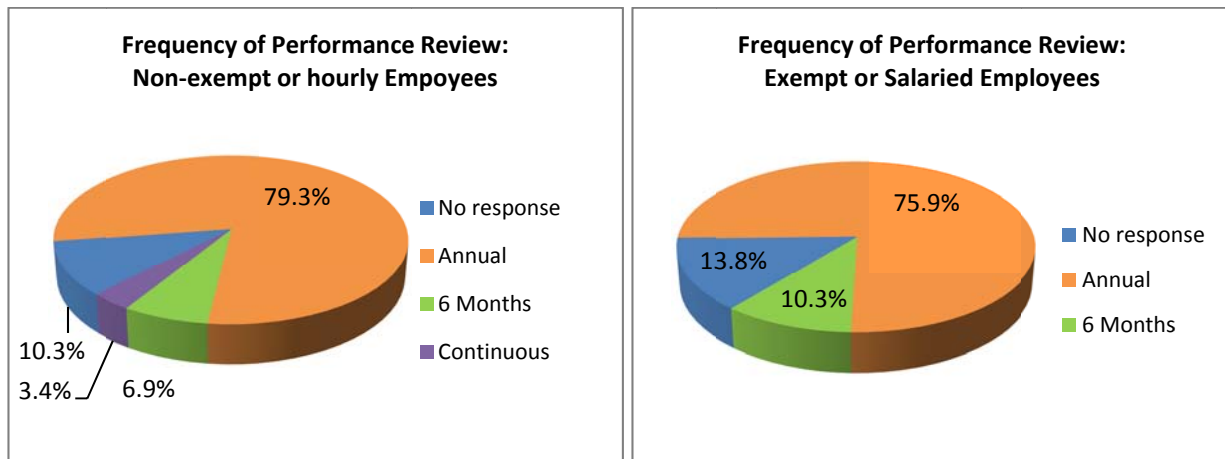
Topics Related to the Job

Raises or Salary Adjustment and Performance Reviews: Companies were asked to indicate what factors were used in determining raises or wage adjustments. More than one response was possible, although 38 percent of the companies indicated just one factor. Performance was the major factor as shown below:

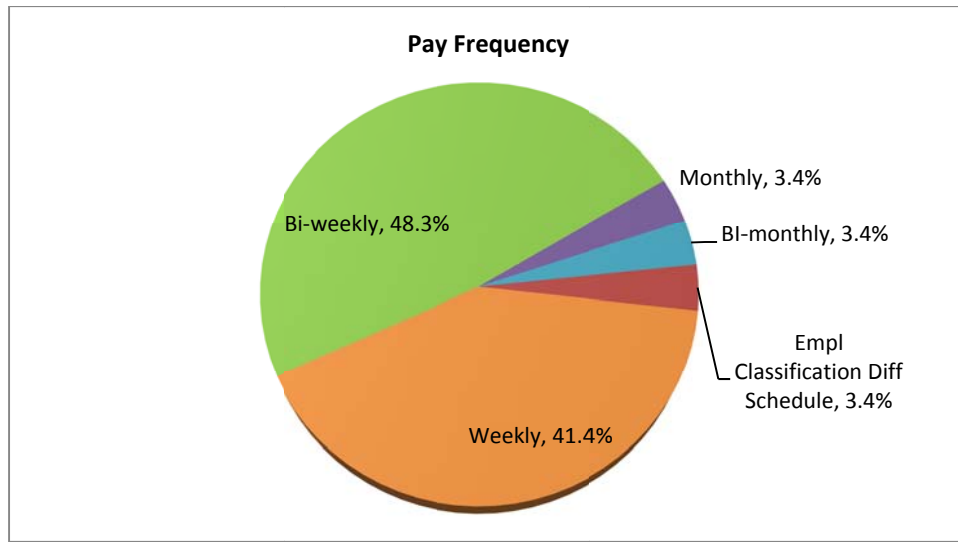


1) Graduated wages: based on time in job or in meeting certain qualifications

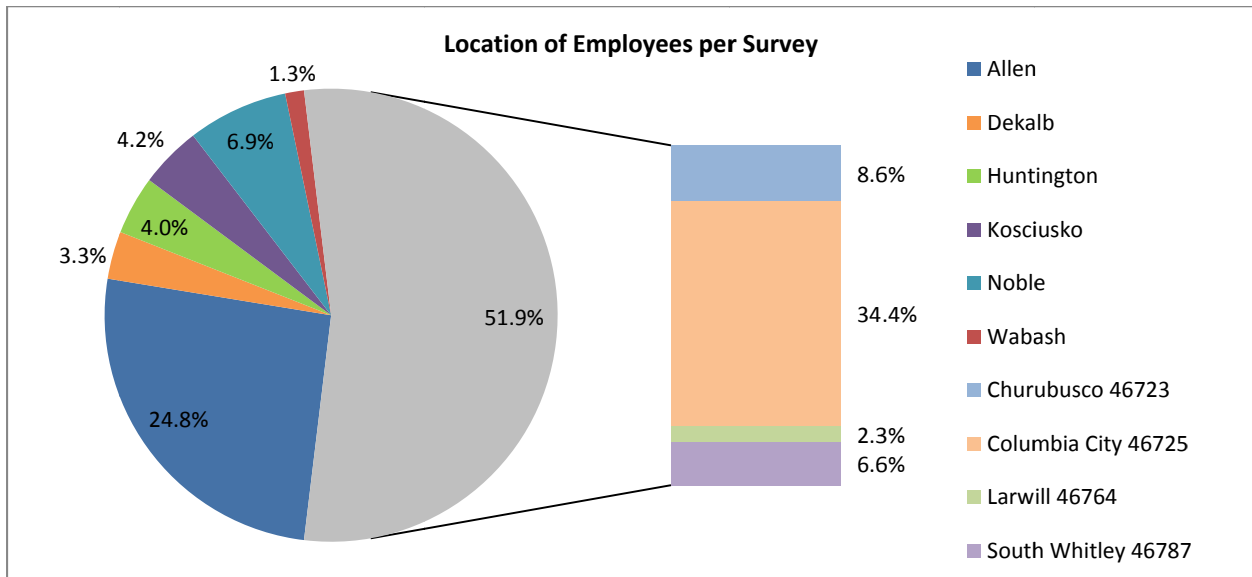
Eighty-six percent of companies conduct performance reviews, with the majority being handled on an annual basis. Responses were, for the most part, similar for exempt and non-exempt employees. Companies did indicate that there are different policies for new hires, but the responses below pertain to the general employee population, not the new hires:



Pay Frequency



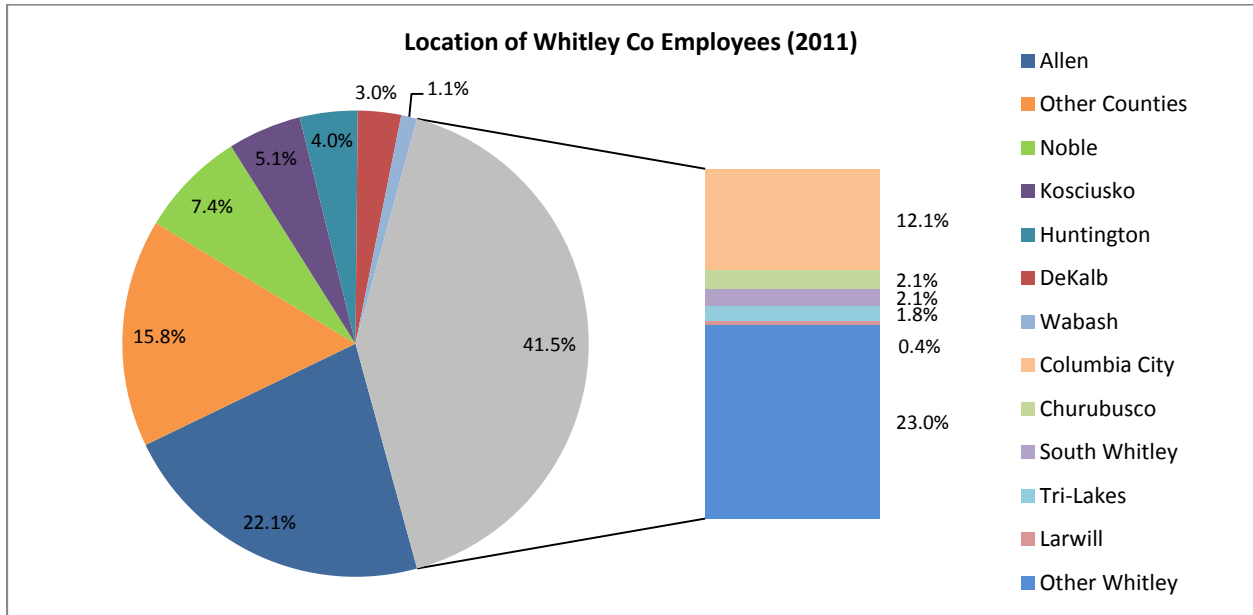
Commuting: The survey asked how many employees lived in an area or zip code, and from those responses, it was calculated that 51.9 percent of employees work in Whitley County, 24.8 percent in Allen County, almost 7 percent in Noble County, and the rest in many different counties. The chart below summarizes the responses, with the solid grey area (51.9 percent) representing responses from within Whitley County.



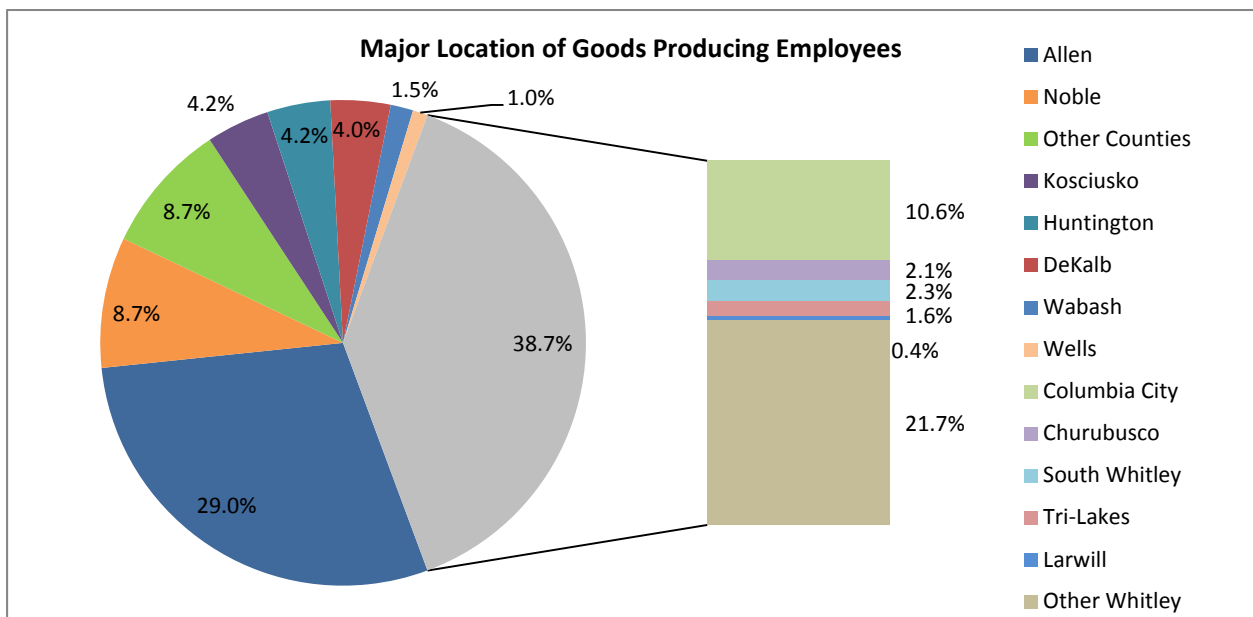
In addition to the survey, there is additional information available from the Census Bureau’s Longitudinal Employer-Household Dynamics program. 2011 is the most current data available, but an advantage to this data is that it is not based on a survey, but employers’ records. From this, we have access to locations by zip, by place, by county, as well as some additional information such as age groups and earnings. We can also look at all jobs, or just primary jobs, which is the subset chosen for the following analysis. Note from the data below that we have coded the program to identify the actual location within a town or place, not a zip code. Most of the Whitley County

employees (23.0 percent of total) do not live within one of the Whitley County towns or places shown, but rather live in unincorporated places.

From this data, we know that 41.5 percent of all primary job holders in Whitley live in Whitley County. The breakdown by county, with a special breakout for Whitley County towns and places is shown below. Allen County has the next largest location of employees with 22.1 percent.



One final example of the data available from the Census is the location of Goods-Producing Employees working in Whitley County. This is a smaller group, representing about 44 percent of all employees working in Whitley County on good producing, which includes construction, manufacturing, and some agriculture and mining. The percentage of commuters from Allen County is larger for this group than the total workers-29 percent of all goods producers come from Allen County.



Turnover

Companies were surveyed about their turnover rate. The data from this survey is shown below.

Range	0-50%
Average	10.6%
Median	7.2%

In addition to the survey, there is additional information available from the Census Bureau's Longitudinal Employer-Household Dynamics program. Whitley County's turnover rate by industry for 2011 and 2012 is shown below, along with the average for the state:

Turnover	Whitley County	State of Indiana
2011	7.1%	8.6%
2012	7.2%	8.9%

Approximate Turnover Rates by Sector, 2012	Whitley Co
23 Construction	10.1%
31-33 Manufacturing	4.2%
42 Wholesale Trade	5.6%
44-45 Retail Trade	8.6%
48-49 Transportation and Warehousing	5.3%
51 Information	9.6%
52 Finance and Insurance	4.6%
53 Real Estate and Rental and Leasing	15.7%
54 Professional, Scientific, and Technical Services	6.9%
55 Management of Companies and Enterprises	5.6%
56 Administrative and Support and Waste Management and Remediation Services	22.7%
61 Educational Services	4.7%
62 Health Care and Social Assistance	8.7%
71 Arts, Entertainment, and Recreation	36.8%
72 Accommodation and Food Services	17.3%
81 Other Services (except Public Administration)	9.8%
92 Public Administration	4.3%

G. Summary of Changes Since 2011 Survey

Many of these same questions were addressed to Whitley County establishments in 2011, with most of the survey that year being directed toward manufacturers. Although the survey base is not identical, i.e. the summary below does not represent a direct comparison of the same companies from 2011 to 2014, most of the questions are presented and analyzed in the same manner as the prior survey. There is no claim to whether the responses represent a random sample of Whitley County establishments and to what extent this comparison holds any statistical validity, but the following areas summarized below represent potential shifts in benefits from 2011 to 2014. If two random sample surveys had been used or the same companies comprised the 2011 and 2014 contacts, the responses would have been statistically significant in comparison with sufficient responses. Not every question from the survey has been included in this summary.

Topic	Percent Response in		Comments
	2011	2014	
Total offering vacation	100.0%	93.1%	This is a combined response from PTO and vacation query.
Total offering sick leave	57.7%	51.8%	This is a combined response from PTO and sick leave query.
Insurance: Health/Medical	100%	93.1%	The table to the right identifies what percent of companies paid for this insurance at that time. (Not shown: change in shared pay, employee pay).
Dental	90%	62.1%	
Vision/Eyeware	89.5%	62.1%	
Life	100%	79.3%	
Short-term Disability	89.5%	62.1%	
Long-term Disability	80.0%	58.6%	
Accidental Death/Dismemberment	89%	65.5%	
Health Insurance for Dependents	95.2%	89.7%	Company paid 23.8% in 2011, none in 2014.
Some type of insurance for part-time	8.0%	10.3%	
Some type of insurance for retirees	3.8%	13.8%	
Prescription Plan in Place:	88.5%	75.0%	
Did not offer any retirement plan	20.0%	10.3%	96.2% responded they offered the same plan(s) in 2011 to exempt and non-exempt; in 2014, different options were more the norm: only 83 percent offered the same plan(s) to all employees.
Most common type of retirement plan offered:	Defined contribution (81%)	Defined contribution (65%)	
Defined benefit retirement plan	0	6.9%	
Retirement plan to part-time	25%	52.6%	
Most common "additional" benefit offered	Career development (in-house), bonus, and career dev (off-site)	Bonus (69% to all employees)	In 2011, career development in-house and bonuses were offered by 70.8% of companies to non-exempt employees, and career dev off site by 68% of companies to exempt. In 2011, the corresponding benefit offered to the other classification was very close to the percentages above. In 2014, there was a big drop-off to the mid and lower 50 percentages, far behind the bonus percentage.
Benefit costs: greater than \$9000	33.3%	50.0%	We need to redefine our ranges since over 50% of the responses indicated they paid more than \$9000 per employee in benefits.
Conduct performance reviews	80% for non-exempt, 83% for exempt	86% conduct reviews	
Annual adjustments to pay	47.8%	41.4%	Performance remained the major factor in determining raises. Annual adjustment was second in both years.
Sources used to find applicants	Referrals 76%, followed by newspaper ads and also walk-ins at 56%	Referrals 76%, followed by website ads at 48%	
Hire interns (students)	42%	38%	
Hire seasonal employment	50%	41%	
Applicant testing	73%	31%	

Part 2: 2013 Wages

The Community Research Institute used data provided by EMSI's proprietary research which incorporates the state's data collection.

Occupation and Occupational Code		2013 Whitley Co Jobs	Average Hourly Wage, Whitley County	Average Hourly Wage, Indiana	Average Hourly Wage, Nation	Average Starting Pay (1), Whitley Co	Average Experienced Pay (2), Whitley Co
11-0000 Management Occupations							
11-1011	Chief Executives	21	\$67.76	\$82.82	\$85.02	\$29.08	\$113.28
11-1021	General and Operations Managers	112	\$48.21	\$53.44	\$55.22	\$23.05	\$80.55
11-2022	Sales Managers	21	\$44.75	\$46.89	\$57.68	\$23.34	\$73.02
11-3021	Computer and Information Systems Managers	15	\$45.42	\$50.87	\$62.08	\$28.28	\$66.62
11-3031	Financial Managers	28	\$42.13	\$48.80	\$59.26	\$24.16	\$63.04
11-3051	Industrial Production Managers	56	\$39.24	\$41.20	\$46.87	\$22.12	\$62.82
11-3061	Purchasing Managers	13	\$32.82	\$42.67	\$51.06	\$18.69	\$51.42
11-9021	Construction Managers	14	\$31.23	\$40.36	\$43.73	\$15.56	\$47.54
11-9032	Education Administrators, Elementary and Secondary School	32	\$40.22	\$39.18	\$43.65	\$32.45	\$50.23
11-9041	Architectural and Engineering Managers	18	\$48.00	\$51.39	\$64.06	\$28.27	\$78.44
11-9051	Food Service Managers	13	\$21.18	\$24.11	\$25.28	\$14.30	\$30.38
11-9111	Medical and Health Services Managers	15	\$35.73	\$40.14	\$47.34	\$22.73	\$52.16
11-9199	Managers, All Other	17	\$33.05	\$32.66	\$50.79	\$15.28	\$59.81
13-0000 Business and Financial Operations Occupations							
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	31	\$22.74	\$26.51	\$29.96	\$14.03	\$33.95
13-1051	Cost Estimators	38	\$28.81	\$29.89	\$30.33	\$15.16	\$43.00
13-1071	Human Resources Specialists	21	\$19.54	\$25.05	\$29.16	\$11.41	\$32.81
13-1111	Management Analysts	15	\$27.03	\$38.27	\$42.34	\$13.45	\$44.41
13-1151	Training and Development Specialists	24	\$17.16	\$23.99	\$28.64	\$8.23	\$27.48
13-1161	Market Research Analysts and Marketing Specialists	15	\$21.31	\$26.31	\$32.39	\$13.21	\$31.84
13-1199	Business Operations Specialists, All Other	21	\$22.63	\$30.24	\$33.90	\$13.53	\$34.74
13-2011	Accountants and Auditors	64	\$26.70	\$31.11	\$34.15	\$16.63	\$38.80
13-2072	Loan Officers	12	\$29.36	\$30.96	\$33.82	\$15.89	\$45.97
15-0000 Computer and Mathematical Occupations							
15-1121	Computer Systems Analysts	17	\$26.80	\$34.01	\$40.29	\$18.23	\$37.07
15-1131	Computer Programmers	13	\$26.38	\$31.53	\$37.63	\$12.11	\$39.79
15-1132	Software Developers, Applications	16	\$32.50	\$40.83	\$44.85	\$20.85	\$48.49
15-1133	Software Developers, Systems Software	56	\$40.41	\$42.54	\$49.30	\$27.26	\$56.33
15-1142	Network and Computer Systems Adm	18	\$26.63	\$30.73	\$36.69	\$16.88	\$39.13
15-1151	Computer User Support Specialists	26	\$18.34	\$19.98	\$24.10	\$10.38	\$28.31
17-0000 Architecture and Engineering Occupations							
17-2071	Electrical Engineers	40	\$36.26	\$39.11	\$44.14	\$23.52	\$53.10
17-2112	Industrial Engineers	44	\$30.63	\$34.52	\$39.47	\$20.94	\$41.37
17-2141	Mechanical Engineers	51	\$30.12	\$35.75	\$40.75	\$20.85	\$42.33
17-3023	Electrical and Electronics Engineering Technicians	17	\$22.87	\$27.17	\$25.53	\$15.39	\$31.23
17-3026	Industrial Engineering Technicians	11	\$21.32	\$24.01	\$29.25	\$14.50	\$30.29
21-0000 Community and Social Service Occupations							
21-1012	Educational, Guidance, School, and Vocational Counselors	14	\$27.56	\$25.69	\$27.00	\$17.06	\$39.31
21-1021	Child, Family, and School Social Workers	14	\$15.26	\$18.19	\$21.78	\$11.57	\$19.64
21-1093	Social and Human Service Assistants	20	\$13.04	\$13.88	\$14.85	\$8.62	\$17.14
23-0000 Legal Occupations							
23-1011	Lawyers	12	\$58.42	\$48.67	\$62.93	\$27.93	\$120.25
23-2011	Paralegals and Legal Assistants	13	\$16.82	\$19.05	\$24.15	\$11.75	\$24.23
25-0000 Education, Training, and Library Occupations							
25-2012	Kindergarten Teachers, Except Special Education	16	\$23.79	\$23.63	\$25.50	\$15.86	\$33.52
25-2021	Elementary School Teachers, Except Special Education	146	\$23.27	\$24.84	\$26.99	\$15.75	\$32.05

Occupation and Occupational Code		2013 Whitley Co Jobs	Average Hourly Wage, Whitley County	Average Hourly Wage, Indiana	Average Hourly Wage, Nation	Average Starting Pay (1), Whitley Co	Average Experienced Pay (2), Whitley Co
25-2022	Middle School Teachers, Except Special and Career/Technical Education	57	\$24.95	\$24.99	\$27.06	\$17.32	\$32.91
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	101	\$24.18	\$24.97	\$27.77	\$16.44	\$32.90
25-2052	Special Education Teachers, Kindergarten and Elementary School	18	\$23.15	\$24.96	\$27.26	\$17.21	\$31.02
25-2054	Special Education Teachers, Secondary School	12	\$24.55	\$25.59	\$28.89	\$16.82	\$33.00
25-3098	Substitute Teachers	82	\$10.77	\$12.01	\$14.22	\$7.53	\$11.25
25-9041	Teacher Assistants	130	\$11.10	\$10.64	\$12.17	\$8.18	\$14.27
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations						
27-1024	Graphic Designers	19	\$18.10	\$18.93	\$23.43	\$11.11	\$27.05
27-2022	Coaches and Scouts	17	\$13.26	\$14.04	\$17.63	\$7.25	\$23.75
29-0000	Healthcare Practitioners and Technical Occupations						
29-1051	Pharmacists	21	\$46.08	\$52.69	\$55.27	\$37.61	\$58.94
29-1069	Physicians and Surgeons, All Other	12	\$103.07	\$105.43	\$88.86	\$64.72	\$178.46
29-1123	Physical Therapists	12	\$32.69	\$37.62	\$38.99	\$15.84	\$42.91
29-1141	Registered Nurses	144	\$22.38	\$27.65	\$32.66	\$15.16	\$30.74
29-2021	Dental Hygienists	20	\$27.63	\$30.48	\$33.99	\$20.40	\$32.70
29-2052	Pharmacy Technicians	29	\$11.37	\$13.24	\$14.63	\$8.60	\$14.93
29-2061	Licensed Practical and Licensed Vocational Nurses	57	\$16.41	\$19.10	\$20.39	\$13.42	\$20.14
29-2071	Medical Records and Health Information Technicians	11	\$14.53	\$16.10	\$17.68	\$9.07	\$21.94
31-0000	Healthcare Support Occupations						
31-1011	Home Health Aides	43	\$8.81	\$10.53	\$10.49	\$7.25	\$10.54
31-1013	Psychiatric Aides	12	\$11.37	\$11.40	\$12.83	\$8.59	\$15.38
31-1014	Nursing Assistants	110	\$9.53	\$11.11	\$12.32	\$7.34	\$12.47
31-9091	Dental Assistants	24	\$15.32	\$16.94	\$16.86	\$11.15	\$19.87
31-9092	Medical Assistants	19	\$12.18	\$13.85	\$14.69	\$8.89	\$15.92
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	11	\$12.15	\$11.57	\$11.90	\$9.01	\$15.21
33-0000	Protective Service Occupations						
33-2011	Firefighters	23	\$20.16	\$21.76	\$23.00	\$10.62	\$28.89
33-3012	Correctional Officers and Jailers	18	\$15.08	\$15.66	\$20.94	\$12.64	\$18.75
33-3051	Police and Sheriff's Patrol Officers	46	\$20.40	\$22.07	\$27.78	\$13.65	\$26.96
33-9032	Security Guards	32	\$15.50	\$12.98	\$13.10	\$9.29	\$24.54
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	20	\$8.03	\$8.69	\$9.96	\$7.25	\$9.51
35-0000	Food Preparation and Serving Related Occupations						
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	80	\$12.85	\$14.52	\$15.30	\$7.81	\$19.00
35-2011	Cooks, Fast Food	43	\$7.76	\$8.38	\$9.03	\$7.25	\$8.66
35-2012	Cooks, Institution and Cafeteria	32	\$9.84	\$10.47	\$11.70	\$7.54	\$12.57
35-2014	Cooks, Restaurant	90	\$8.75	\$10.05	\$11.20	\$7.25	\$11.75
35-2021	Food Preparation Workers	52	\$8.65	\$9.38	\$10.05	\$7.25	\$11.48
35-3011	Bartenders	35	\$8.42	\$9.95	\$10.40	\$7.25	\$10.42
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	332	\$7.99	\$8.58	\$9.00	\$7.25	\$9.28
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	34	\$7.84	\$8.71	\$9.34	\$7.25	\$8.83
35-3031	Waiters and Waitresses	161	\$8.24	\$9.48	\$9.95	\$7.25	\$10.22
35-3041	Food Servers, Nonrestaurant	11	\$8.83	\$9.53	\$10.58	\$7.25	\$11.74
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	16	\$8.11	\$8.91	\$9.47	\$7.25	\$9.94
35-9021	Dishwashers	33	\$8.01	\$8.41	\$9.10	\$7.25	\$9.53
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	29	\$7.77	\$8.42	\$9.41	\$7.25	\$8.75

Occupation and Occupational Code		2013 Whitley Co Jobs	Average Hourly Wage, Whitley County	Average Hourly Wage, Indiana	Average Hourly Wage, Nation	Average Starting Pay (1), Whitley Co	Average Experienced Pay (2), Whitley Co
<i>37-0000</i>	<i>Building and Grounds Cleaning and Maintenance Occupations</i>						
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	13	\$20.34	\$19.07	\$21.68	\$11.64	\$27.05
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	145	\$10.90	\$11.40	\$11.95	\$7.63	\$16.87
37-2012	Maids and Housekeeping Cleaners	27	\$8.21	\$9.32	\$10.49	\$7.25	\$10.13
37-3011	Landscaping and Groundskeeping Workers	82	\$10.48	\$11.46	\$12.44	\$7.57	\$13.69
<i>39-0000</i>	<i>Personal Care and Service Occupations</i>						
39-1021	First-Line Supervisors of Personal Service Workers	11	\$13.82	\$15.52	\$18.41	\$8.87	\$20.02
39-2021	Nonfarm Animal Caretakers	28	\$11.66	\$10.48	\$10.75	\$8.58	\$16.13
39-3091	Amusement and Recreation Attendants	29	\$8.15	\$8.91	\$9.63	\$7.25	\$10.10
39-4031	Morticians, Undertakers, and Funeral Directors	11	\$19.07	\$21.50	\$25.33	\$12.55	\$28.09
39-5012	Hairdressers, Hairstylists, and Cosmetologists	23	\$10.15	\$12.29	\$12.88	\$7.25	\$14.82
39-9011	Childcare Workers	17	\$8.11	\$9.23	\$10.25	\$7.25	\$9.22
39-9021	Personal Care Aides	20	\$8.46	\$9.58	\$10.01	\$7.25	\$10.45
39-9031	Fitness Trainers and Aerobics Instructors	13	\$14.18	\$15.88	\$17.74	\$8.03	\$20.03
39-9032	Recreation Workers	17	\$9.72	\$11.02	\$12.22	\$7.25	\$13.97
<i>41-0000</i>	<i>Sales and Related Occupations</i>						
41-1011	First-Line Supervisors of Retail Sales Workers	91	\$18.92	\$18.73	\$19.67	\$10.92	\$28.94
41-1012	First-Line Supervisors of Non-Retail Sales Workers	23	\$29.99	\$36.47	\$39.58	\$15.88	\$46.60
41-2011	Cashiers	342	\$8.25	\$9.07	\$9.79	\$7.25	\$10.23
41-2021	Counter and Rental Clerks	32	\$12.46	\$12.22	\$12.93	\$7.25	\$21.08
41-2022	Parts Salespersons	16	\$14.55	\$15.23	\$15.54	\$8.31	\$20.19
41-2031	Retail Salespersons	196	\$13.36	\$11.46	\$12.17	\$8.82	\$21.01
41-3031	Securities, Commodities, and Financial Services Sales Agents	15	\$23.95	\$34.36	\$48.51	\$8.53	\$40.46
41-3099	Sales Representatives, Services, All Other	47	\$20.25	\$25.49	\$29.22	\$10.62	\$32.26
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	23	\$34.69	\$38.07	\$41.20	\$15.39	\$59.15
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	149	\$27.50	\$29.87	\$30.91	\$13.86	\$44.66
<i>43-0000</i>	<i>Office and Administrative Support Occupations</i>						
43-1011	First-Line Supervisors of Office and Administrative Support Workers	67	\$21.18	\$23.57	\$25.40	\$13.16	\$31.71
43-3011	Bill and Account Collectors	15	\$13.02	\$15.53	\$16.50	\$9.28	\$16.48
43-3021	Billing and Posting Clerks	32	\$13.03	\$15.60	\$16.61	\$10.08	\$16.34
43-3031	Bookkeeping, Accounting, and Auditing Clerks	136	\$14.22	\$16.15	\$17.62	\$8.75	\$19.82
43-3051	Payroll and Timekeeping Clerks	15	\$17.47	\$17.55	\$18.69	\$12.55	\$21.99
43-3071	Tellers	42	\$10.09	\$11.46	\$12.40	\$8.31	\$12.63
43-4051	Customer Service Representatives	111	\$13.68	\$15.57	\$15.92	\$8.85	\$18.95
43-4061	Eligibility Interviewers, Government Programs	18	\$13.55	\$16.59	\$19.74	\$9.61	\$17.93
43-4121	Library Assistants, Clerical	20	\$10.02	\$15.44	\$12.35	\$7.25	\$14.29
43-4151	Order Clerks	17	\$14.13	\$16.57	\$15.04	\$8.87	\$20.28
43-4171	Receptionists and Information Clerks	40	\$10.53	\$12.01	\$13.00	\$7.51	\$14.11
43-5052	Postal Service Mail Carriers	30	\$22.60	\$24.58	\$25.11	\$17.51	\$24.97
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	13	\$20.91	\$22.34	\$23.44	\$13.15	\$22.99
43-5061	Production, Planning, and Expediting Clerks	32	\$21.02	\$21.04	\$21.85	\$13.65	\$29.65
43-5071	Shipping, Receiving, and Traffic Clerks	122	\$13.61	\$14.16	\$14.76	\$9.89	\$19.19
43-5081	Stock Clerks and Order Fillers	155	\$10.96	\$11.41	\$11.75	\$8.15	\$15.07
43-6011	Executive Secretaries and Executive Administrative Assistants	43	\$17.76	\$20.48	\$24.14	\$12.44	\$24.37
43-6013	Medical Secretaries	37	\$12.71	\$14.46	\$15.71	\$9.09	\$16.69

Occupation and Occupational Code		2013 Whitley Co Jobs	Average Hourly Wage, Whitley County	Average Hourly Wage, Indiana	Average Hourly Wage, Nation	Average Starting Pay (1), Whitley Co	Average Experienced Pay (2), Whitley Co
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	109	\$13.97	\$15.33	\$16.13	\$9.45	\$18.70
43-9061	Office Clerks, General	163	\$11.40	\$12.37	\$14.07	\$7.58	\$16.37
45-0000	Farming, Fishing, and Forestry Occupations						
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	34	\$9.67	\$10.88	\$9.61	\$7.32	\$15.59
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	11	\$9.90	\$12.14	\$11.56	\$7.25	\$14.92
47-0000	Construction and Extraction Occupations						
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	33	\$27.90	\$29.61	\$30.40	\$18.60	\$39.18
47-2031	Carpenters	53	\$16.75	\$20.04	\$21.41	\$9.17	\$26.01
47-2061	Construction Laborers	54	\$18.65	\$17.87	\$16.58	\$10.14	\$25.13
47-2073	Operating Engineers and Other Construction Equipment Operators	48	\$23.19	\$25.49	\$22.24	\$13.69	\$33.39
47-2111	Electricians	79	\$28.52	\$19.77	\$25.50	\$15.33	\$40.78
47-2141	Painters, Construction and Maintenance	14	\$14.32	\$18.97	\$18.55	\$8.82	\$20.79
47-2152	Plumbers, Pipefitters, and Steamfitters	31	\$24.98	\$27.57	\$25.46	\$14.71	\$33.16
47-2211	Sheet Metal Workers	11	\$22.92	\$24.80	\$22.54	\$14.14	\$33.94
47-4051	Highway Maintenance Workers	20	\$13.95	\$15.12	\$17.43	\$9.68	\$18.24
49-0000	Installation, Maintenance, and Repair Occupations						
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	51	\$28.85	\$28.69	\$30.07	\$17.51	\$42.65
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	12	\$21.08	\$24.18	\$25.45	\$11.95	\$32.08
49-3021	Automotive Body and Related Repairers	18	\$18.82	\$19.98	\$20.12	\$11.59	\$28.93
49-3023	Automotive Service Technicians and Mechanics	50	\$16.02	\$18.52	\$18.78	\$9.85	\$23.88
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	38	\$16.24	\$19.63	\$20.99	\$10.02	\$23.57
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	21	\$18.45	\$20.79	\$22.03	\$11.05	\$26.96
49-9041	Industrial Machinery Mechanics	96	\$22.46	\$22.99	\$23.41	\$16.68	\$30.40
49-9043	Maintenance Workers, Machinery	20	\$20.91	\$20.33	\$20.28	\$15.19	\$26.98
49-9051	Electrical Power-Line Installers and Repairers	16	\$27.13	\$30.49	\$29.94	\$20.85	\$31.99
49-9071	Maintenance and Repair Workers, General	159	\$19.08	\$17.92	\$17.88	\$11.23	\$27.53
49-9099	Installation, Maintenance, and Repair Workers, All Other	13	\$17.19	\$18.25	\$18.95	\$10.85	\$24.70
51-0000	Production Occupations						
51-1011	First-Line Supervisors of Production and Operating Workers	167	\$23.73	\$26.04	\$27.61	\$14.37	\$35.54
51-2022	Electrical and Electronic Equipment Assemblers	87	\$13.79	\$12.05	\$14.89	\$9.33	\$17.61
51-2023	Electromechanical Equipment Assemblers	23	\$14.58	\$15.00	\$15.84	\$10.72	\$19.93
51-2041	Structural Metal Fabricators and Fitters	16	\$20.88	\$17.02	\$17.91	\$12.09	\$32.30
51-2092	Team Assemblers	287	\$10.90	\$14.92	\$14.38	\$7.65	\$15.12
51-2099	Assemblers and Fabricators, All Other	107	\$16.89	\$15.03	\$13.98	\$10.60	\$26.99
51-3021	Butchers and Meat Cutters	23	\$10.57	\$13.23	\$14.42	\$7.25	\$16.43
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	191	\$15.69	\$16.06	\$17.70	\$10.41	\$23.40
51-4012	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	14	\$20.94	\$20.74	\$23.39	\$16.09	\$27.09
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	89	\$15.26	\$18.01	\$16.37	\$9.98	\$21.03
51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	133	\$22.49	\$23.27	\$18.35	\$15.28	\$33.81
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	86	\$14.14	\$14.97	\$14.95	\$10.30	\$19.66

Occupation and Occupational Code		2013 Whitley Co Jobs	Average Hourly Wage, Whitley County	Average Hourly Wage, Indiana	Average Hourly Wage, Nation	Average Starting Pay (1), Whitley Co	Average Experienced Pay (2), Whitley Co
51-4032	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	24	\$15.21	\$16.15	\$17.32	\$10.41	\$19.85
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	17	\$16.97	\$16.54	\$15.90	\$11.99	\$22.55
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	29	\$15.88	\$15.10	\$18.08	\$10.75	\$20.71
51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	13	\$16.13	\$16.65	\$18.01	\$10.55	\$25.32
51-4041	Machinists	291	\$16.58	\$18.50	\$19.65	\$10.25	\$24.17
51-4051	Metal-Refining Furnace Operators and Tenders	28	\$52.22	\$22.38	\$19.26	\$34.11	\$73.50
51-4052	Pourers and Casters, Metal	11	\$52.06	\$18.45	\$17.19	\$35.60	\$77.39
51-4071	Foundry Mold and Coremakers	22	\$13.58	\$15.05	\$15.19	\$10.88	\$17.92
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	49	\$15.59	\$14.48	\$14.62	\$10.84	\$23.09
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	32	\$13.30	\$16.55	\$16.85	\$9.31	\$17.97
51-4111	Tool and Die Makers	56	\$18.86	\$22.50	\$23.31	\$12.02	\$25.99
51-4121	Welders, Cutters, Solderers, and Brazers	63	\$16.79	\$17.72	\$18.46	\$11.49	\$22.69
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	12	\$14.72	\$16.74	\$17.33	\$10.93	\$19.66
51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	20	\$28.32	\$19.32	\$17.01	\$19.21	\$42.00
51-4193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	18	\$12.76	\$16.10	\$15.30	\$7.58	\$17.31
51-5112	Printing Press Operators	38	\$17.16	\$16.43	\$17.35	\$10.87	\$24.99
51-5113	Print Binding and Finishing Workers	14	\$14.34	\$13.46	\$15.17	\$10.54	\$20.19
51-6031	Sewing Machine Operators	35	\$10.63	\$11.70	\$11.11	\$9.30	\$12.80
51-7011	Cabinetmakers and Bench Carpenters	14	\$13.85	\$15.54	\$15.84	\$10.28	\$18.35
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	21	\$15.63	\$12.71	\$13.51	\$8.49	\$25.74
51-9022	Grinding and Polishing Workers, Hand	16	\$13.27	\$13.06	\$14.06	\$9.81	\$17.58
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	11	\$15.77	\$16.48	\$16.92	\$11.43	\$20.56
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	23	\$12.17	\$15.52	\$15.81	\$8.67	\$16.75
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	179	\$13.73	\$16.49	\$17.90	\$9.27	\$20.02
51-9081	Dental Laboratory Technicians	36	\$16.29	\$18.38	\$18.91	\$10.34	\$25.27
51-9111	Packaging and Filling Machine Operators and Tenders	58	\$12.47	\$13.47	\$13.54	\$8.56	\$19.45
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	21	\$14.39	\$13.88	\$15.32	\$9.98	\$19.51
51-9196	Paper Goods Machine Setters, Operators, and Tenders	49	\$17.05	\$15.22	\$17.14	\$12.21	\$22.22
51-9197	Tire Builders	13	\$16.45	\$18.40	\$18.91	\$9.31	\$24.36
51-9198	Helpers--Production Workers	73	\$13.09	\$11.18	\$11.84	\$9.26	\$18.23
51-9199	Production Workers, All Other	48	\$13.64	\$13.93	\$14.61	\$8.36	\$23.18
53-0000	Transportation and Material Moving Occupations						
53-1021	First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	16	\$23.66	\$22.27	\$22.69	\$15.85	\$34.15
53-1031	First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	19	\$27.96	\$26.74	\$26.65	\$16.11	\$38.74
53-3022	Bus Drivers, School or Special Client	50	\$15.33	\$14.88	\$14.01	\$8.40	\$20.85
53-3032	Heavy and Tractor-Trailer Truck Drivers	134	\$17.32	\$19.47	\$19.40	\$10.15	\$25.20
53-3033	Light Truck or Delivery Services Drivers	50	\$15.96	\$15.72	\$16.32	\$8.19	\$30.03

Occupation and Occupational Code		2013 Whitley Co Jobs	Average Hourly Wage, Whitley County	Average Hourly Wage, Indiana	Average Hourly Wage, Nation	Average Starting Pay (1), Whitley Co	Average Experienced Pay (2), Whitley Co
53-3099	Motor Vehicle Operators, All Other	13	\$8.49	\$10.23	\$15.15	\$7.25	\$9.89
53-6031	Automotive and Watercraft Service Attendants	14	\$8.72	\$9.85	\$10.38	\$7.25	\$10.83
53-7051	Industrial Truck and Tractor Operators	130	\$17.01	\$15.52	\$15.43	\$13.04	\$20.59
53-7061	Cleaners of Vehicles and Equipment	34	\$9.43	\$10.34	\$10.87	\$7.25	\$12.57
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	126	\$13.61	\$12.54	\$12.70	\$9.28	\$19.52
53-7063	Machine Feeders and Offbearers	16	\$13.49	\$13.03	\$13.79	\$9.28	\$18.69
53-7064	Packers and Packagers, Hand	71	\$11.71	\$11.27	\$10.80	\$8.67	\$15.37
	Total	11,252	\$17.75	\$19.39	\$21.93	\$11.64	\$25.48

1) Average starting pay defined as the 10% percentile;

2) Average experienced defined as the 90% percentile.

The occupations identified in the table are jobs filled by those in the “QCEW” payroll system, that is, the self-employed and a few other groups are not included. See Appendix for more details.

Appendix

Definitions:

Exempt Employee: Employees who are *exempt* from the overtime provisions of the Fair Labor Standards Act. These usually include employees whose job responsibilities and decision making authority work whatever hours are necessary to accomplish the goals and deliverables of their position. Usually, exempt employees are managerial, supervisory, professional, or functional leadership roles.

Non-Exempt Employee: Employees who are subject to all provisions in the Fair Labor Standards Act (FLSA) and are compensated for all hours worked, and are paid overtime (at a rate of 1.5 times their regular rate of pay). Generally, hourly paid employees who do not implement or interpret management policies, who do not require “advanced knowledge” to perform work, who do not direct the work of at least two FTE, including hiring or firing are non-exempt, but this is not a full interpretation of the FLSA.

FTE: Full-time equivalent. This is employment expressed in terms of full-time equivalents. For example, if a company employs 40 people full-time for 12 months, the FTE is 40. If it employs 30 people full-time for 12 months and 10 people for 12 months at 20 hours per week, its FTE is 35 ($30 + (10 \times .5)$). One final example: The same company employs 30 people full time all year, the 10 people who work half-time all year, and also 100 people to work during the summer (3 months) at 40 hours per week. In this case, the FTE is 60 ($30 + (10 \times .5) + (100 \times 3/12)$). Similar calculations based on hours and months enable FTE to be calculated so that the true employment effect of an establishment is known, and compared to others if necessary.

Fort Wayne MSA (Metropolitan Statistical Area): An area comprised of Allen, Wells, and Whitley counties. MSAs are defined by the United States Office of Management and Budget with at least one urbanized area with a population of 50,000 or more, with a high degree of integration (usually measured by commuting) with areas outside that core nucleus.

NEI: Northeast Indiana, defined by the ten county region consisting of Adams, Allen, DeKalb, Huntington, LaGrange, Noble, Steuben, Wabash, Wells, and Whitley counties.

QCEW Employment: employees covered by unemployment insurance and who earned wages during a certain period (the 12th of the month) are considered part of the QCEW employment count. This is a count of jobs in a location, and if the employee worked more than one job, whether full- or part-time, in that area (e.g. in a county in this analysis), then both jobs are included in the employment count. Notable exclusions to the count include the self-employed, most ag workers on small farms, all members of the Armed Forces, most student workers working at their schools, employees of certain small nonprofits, most railroad employees, and a few other categories.