

# QUICK REFERENCE 2018

**WAGE:** Listing of the average midpoint wage paid for jobs with 20 or more companies responding in the 2018 Greater Hall Chamber annual wage survey. In total, 64 companies participated responding to more than 60 job descriptions.

PRODUCTION		HUMAN RESOURCES	
Semi-Complex Machine Operator	\$38,000	Human Resource Generalist	\$60,000
Lead Worker	\$40,000	Safety and Health Professional	\$75,000
Supervisor	\$59,000	Human Resources Manager	\$91,000
Quality Manager	\$83,000	FINANCE	
MAINTENANCE		Accounting Clerk	\$40,000
Facilities Maintenance Worker	\$42,000	Finance Manager	\$95,000
Maintenance Mechanic	\$50,000	OFFICE	
ENGINEER		Receptionist	\$31,000
Engineer III	\$104,000	Customer Service Rep	\$42,000
MATERIAL		Administrative Assistant	\$47,000
Material Handler	\$31,000	Sales Representative	\$69,000
Forklift Operator	\$33,000	Operations Manager	\$119,000
Shipping and Receiving Clerk	\$35,000	President/CEO	\$192,000
Shipping/Receiving Manager	\$67,000		

**PAY PRACTICES: Average employer pay practices with a >50% response.**

- 3.09% is the weighted average pay increase (\*2018)
- Excessive Absence is the attendance policy.
- <10% of the employee population are temporary employees; \$12.58/hour and \$11.40/hour is the starting hourly rate for a temporary office worker and production worker respectively.
- 3 days of paid bereavement and an unlimited amount of paid jury duty days provided.
- Do not provide paid maternity, paternity, adoption, or military leave.
- <10% turnover rate.

**BENEFITS: Average employee benefits with a >50% response.**

- Medical Insurance: Costs will not be further shifted to employees; spouses with other coverage are eligible and do not pay a surcharge; a PPO plan is offered.
- Rx Coverage: \$10-19 co-pay for generic retail prescriptions
- Flex or Health Savings (FSA/HAS) offered with a company match.
- Dental Insurance: \$1-399 deductible.
- Short and Long Term Disability Insurance and Life Insurance: provided.
- Retirement Plan is a defined contribution plan.
- Wellness incentive plan with average value of >\$400 to the employee.
- Work-Life: Offers EAP (Employee Assistance Program) and tuition reimbursement.

*Pay Practice information collected every other year (\*except for the employee pay increase question) – July 2017  
Benefits information collected – July 2018*