

**ALLEN COUNTY
2008 FRINGE BENEFIT SURVEY
AND OCCUPATIONAL WAGE DATA**

**Survey Prepared and Analyzed
by the Community Research Institute at IPFW**

for

The Fort Wayne-Allen County Economic Development Alliance



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ALLEN COUNTY 2008 FRINGE BENEFIT SURVEY AND OCCUPATIONAL WAGE DATA

INTRODUCTION

Approximately 340 employers were contacted in November 2008 by the Community Research Institute (CRI) on behalf of the Fort Wayne-Allen County Economic Development Alliance and asked to complete an employee fringe benefit survey. This was not a random survey; employers that were recognized as major employers in Allen County, both public and private, were contacted in addition to a number of companies that were new to the county or had an expansion announced in 2008. A printed survey was enclosed as well as instructions offering the company the option of responding electronically. A follow-up post card was sent to in December. A total of 105 surveys were returned, representing a 30 percent response rate. Of the 105 responses, 26 of these were sent electronically. (Note that two of these were disregarded since the company had also responded on the paper form.)

CRI also requested that the company respond with the number of full-time equivalent employees as well as their product or service description, or NAICS codes. This was done so that the results could be analyzed by these additional characteristics if sufficient responses warranted. The results of these subsets are enclosed as an appendix to this report.

There was an attempt to be concise, yet not to overwhelm survey participants with a myriad of benefit options. In some situations, the company responded that a different set of benefits were offered to different classifications of employees. In summarizing these responses, there was an attempt to identify the fringe benefits offered to the majority of employees.

A copy of the survey is included as Appendix B.

The wage section of this report is not based on our survey, but is from a joint program sponsored by the Indiana Department of Workforce Development and the U.S. Bureau of Labor Statistics. More information is given in Part II-The Occupational Wage Report for Allen County.

PART 1 – OVERALL ANALYSIS

VACATIONS, LEAVE, AND HOLIDAYS

Survey responses dealing with the various types of leave given to employees are summarized in Table 1-1. Since many companies are now offering a bank of combined vacation and sick days which are commonly termed “paid time off” (PTO), we have identified a PTO response as an affirmative response for both vacation and to sick leave. For informational purposes, the responses to the options “vacation”, sick leave, and “paid time off” are listed in Table 1-1a.

Table 1-1

TYPE OF TIME OFF	NUMBER RESPONDING “YES”	PERCENTAGE ANSWERING “YES” TO TOTAL RESPONSES
Vacation or vacation as PTO	101	98.1%
Paid Holidays	101	98.1%
Paid Funeral leave	81	78.6%
Paid Sick Leave or sick leave as PTO	72	71.8%
Paid Jury Duty	65	63.1%
Holiday premium pay	34	33.0%
Time off as a witness	21	20.4%
Pay in lieu of vacation or PTO	13	12.6%
Unpaid Holidays	5	4.9%

This was the first time that Paid Time Off was included in our survey, and the breakdown of those offering a separate or distinct vacation or sick leave policy and those offering PTO are shown in the table below.

Table 1-1a

VACATION OR PTO?	Response = “yes”
Paid Time Off? (combination vacation/sick days) (including 26 that had qualifications)	50
Vacation as a separate benefit	51
Sick Leave as a separate benefit	24

As could be expected, the number or days of PTO is often tied to the number of years of service. The range was from “1-5 days” to “8-24”, “10-25”, “23-25” “25+”, and “15-30”, and everything in-between. The median was 15 days, and the high allowance was “25+” or in the 25-30 range.

VACATION OR VACATION INCLUDED AS PART OF PTO

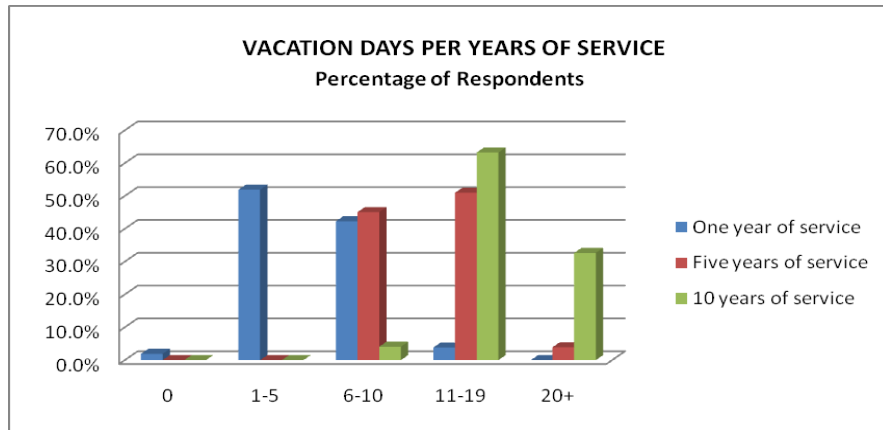
Ninety-eight percent (98.1%) of the companies surveyed stated they offer paid vacation days. Table 1-2 shows the reported average days paid, along with the ranges. In our last survey (2005), 98.5 percent of the respondents indicated they offered paid vacations. While we are including PTO as an affirmative response to vacation, we are not factoring in the number of days given per year since PTO also includes sick leave. PTO days are identified in more detail above.

Table 1-2

Vacation Days Paid by Employers

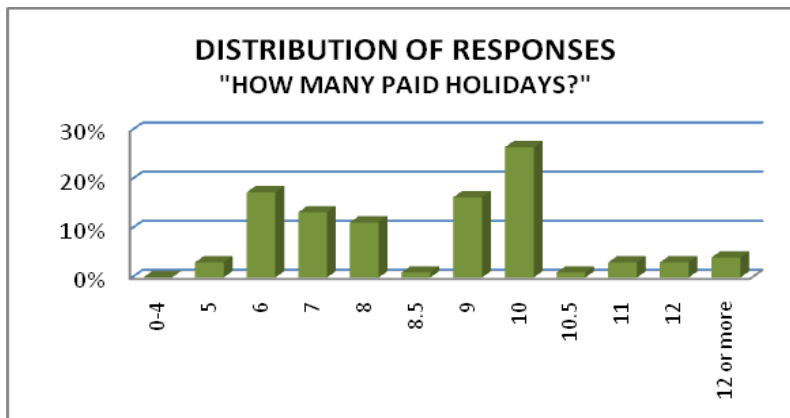
Vacation Days Paid for Years of Service	Range			
	Average	Median	Low	High
One Year of Service	7.4	5	0	19
Five Years of Service	13.1	15	10	26
Ten Years of Service	16.8	15	10	26

The number of vacation days is often determined by years of service or whether the employee is hourly or salaried. The chart below illustrates that the majority of those with one year of service receive between 1-5 days; while over 60 percent of those with 10 years receive 11 to 19 days.



PAID HOLIDAYS

Ninety-eight percent (98.1%) of the companies surveyed provided paid holidays, and this is also consistent with the 2005 survey in which 97 percent offered paid holidays. The distribution of responses is shown in the chart below.



Of those who reported number of paid holidays, the statistics are:

PAID HOLIDAYS	
Minimum # days	5
Maximum # days	12 or more
Average # days	9
Median # days	8

PAID FUNERAL LEAVE

Almost seventy-nine percent (78.6%) of the companies surveyed provided paid funeral leave. This question was not asked in the 2005 survey. Most answers were qualified, that is, the number of days given was dependent on the relationship to the deceased, and there did not appear to be an annual cap on total funeral leave. For those offering paid funeral leave, the summary of responses is given below:

PAID FUNERAL LEAVE	
1, or 1-2, or 2 days	16.3%
Up to 3 (excluding above)	68.8%
Up to 5 (excluding above)	12.5%
Unlimited	2.4%

PAID SICK LEAVE OR SICK LEAVE INCLUDED IN PTO

Almost seventy-two percent (71.8%) of the companies surveyed offered sick leave, either through the PTO or as a separate sick leave policy. This is substantially higher than the 2005 survey in which only 58 percent offered paid sick leave. Conceivably, that lower percentage in 2005 could have been related to the fact that PTO was not included as a specific question in 2005. For 2008, the number of days in PTO is discussed in association with Table 1-1a. Responses specific to paid sick leave only were as follows:

PAID SICK LEAVE	
Minimum # days	3
Maximum # days	13
Average # days	6.5
Median # days	5

The average the number of sick leave days in 2005 was 5.9 days, and the median was 5 days.

PAID JURY DUTY

Sixty-three percent (63.1%) of the companies surveyed provided paid jury duty. This was a smaller response than in the 2005 survey when 75 percent offered paid jury duty.

HOLIDAY PREMIUM PAY

One third (33.0%) of the respondents give holiday premium pay. Of those giving holiday premium pay, 47 percent of these companies indicated they pay double time - down from 62 percent in 2005, 20.6 percent pay double time and ½ (similar to 2005's 19 percent), and 32.4 percent pay other rates.

OTHER LEAVES:

- Twenty percent of the companies offer "Time off as a witness". This was available in 34 percent of the surveyed companies in 2005.
- Pay in lieu of vacation was offered in 12.6 percent of the surveyed companies. This was an option in over 30 percent of the respondents in 2005.
- Almost five percent (4.9%) of the respondents indicated they give employees unpaid holidays (not surveyed in 2005).

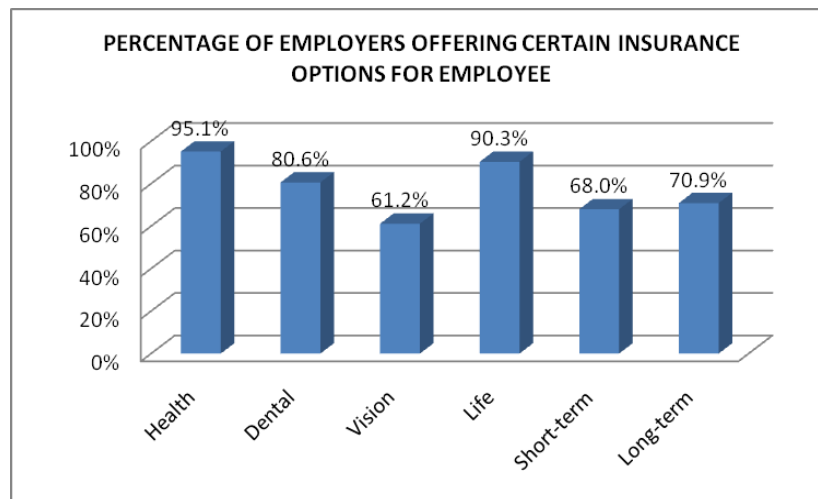
INSURANCE, PENSION, AND OTHER BENEFITS

Employers were asked to indicate the types of insurance available for employees and their dependents. They were also asked whether the cost of insurance was paid by employees, company-paid, or shared by both company and employees. The responses are indicated both in Table 1-3a and 1-3b, as well as the set of charts following each table. Note that not all companies reporting that insurance was available provided the pay source.

EMPLOYEE INSURANCE SUMMARIES

Table 1-3a: Employee Insurance

Types of Insurance	Employee Coverage			
	% offering benefit	If insurance is available, premium payment is paid by:		
		Company Pays	Employee Pays	Shared
	%	%	%	
Health	95.1	15.5	0.0	84.5
Dental	80.6	8.4	27.7	63.9
Vision/eyewear	61.2	20.6	17.5	61.9
Life	90.3	73.1	9.7	17.2
Disability -- Short-Term	68.0	67.1	21.4	11.4
Disability -- Long-Term	70.9	71.2	16.4	12.3

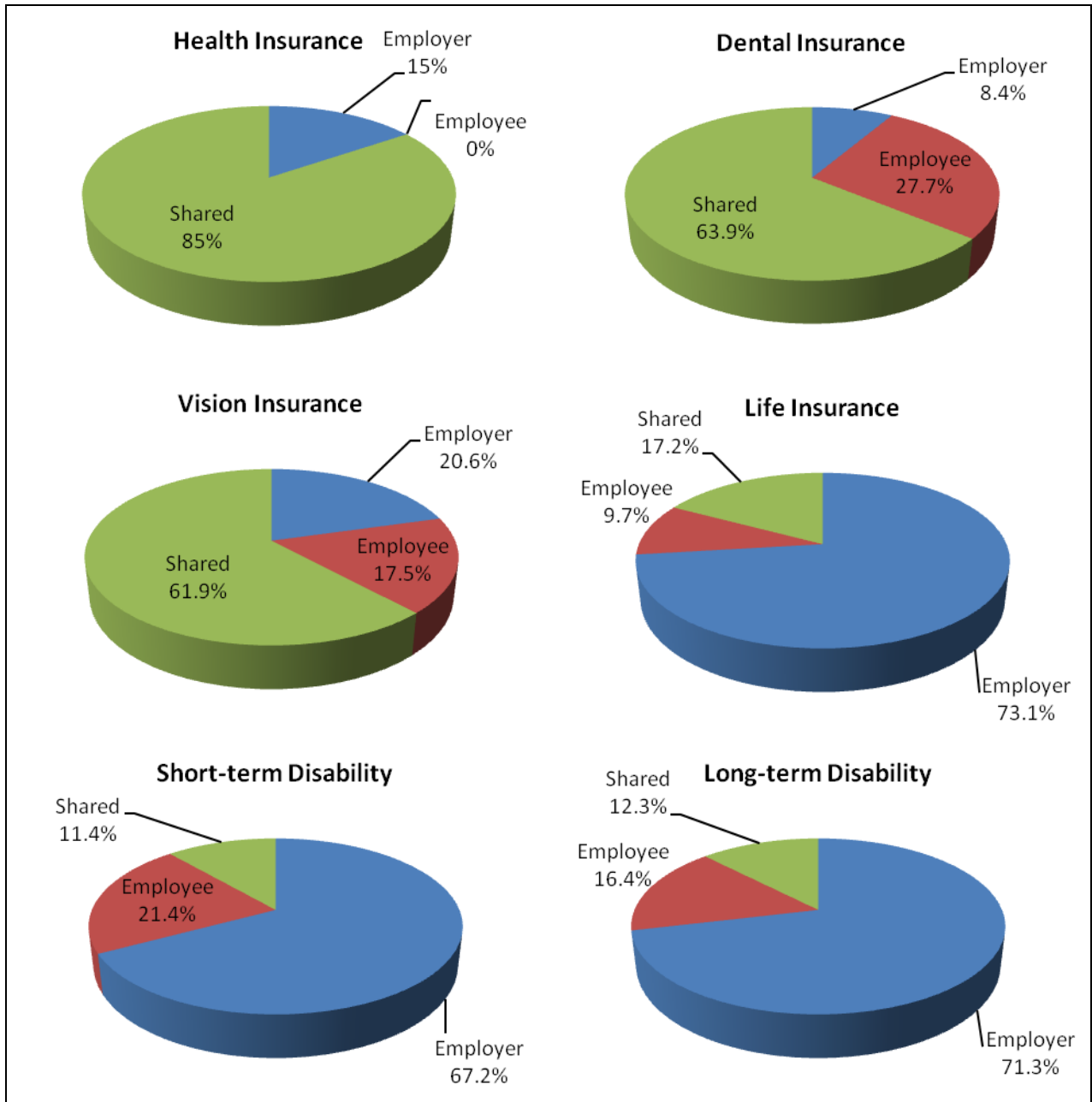


Comparisons with the 2005 survey: The largest differences were seen in life insurance, vision insurance, and in short-term disability.

- Life insurance had been offered by 98 percent of the respondents in 2005; in 2008, it was 90 percent. Not only is this being offered less often, but the employee is paying more of the cost when compared to the percent of employer-pay and the shared-pay in 2005.
- Vision Care is being offered by more companies. In 2005, it was 56 percent; in 2008, 62 percent. There was a slight shift observed in employees paying more of the cost at the expense of shared costs.
- Fewer companies are offering short-term disability. 75 percent offered this in 2005; in 2008 it was 68 percent. The split of who pays for the insurance remained practically the same.

When the following insurances plans are offered for the employee, the following charts summarize the payment responsibilities:

Employee Benefits



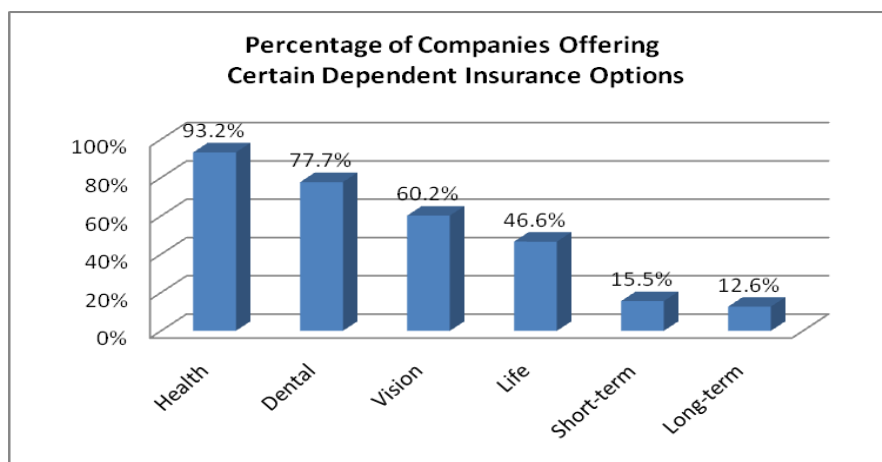
DEPENDENT INSURANCE SUMMARIES

Table 1-3b: Dependent Insurance

Types of Insurance	Dependent Coverage			
	% offering benefit	If insurance is available, premium payment is paid by:		
		Company Pays	Employee Pays	Shared
	%	%	%	
Health	93.2	5.2%	20.8%	74.0%
Dental	77.7	1.3%	37.5%	61.3%
Vision/eyewear	60.2	4.8%	33.9%	61.3%
Life	46.6	19.1%	66.0%	14.9%
Disability -- Short-Term	15.5	18.8%	43.8%	37.5%
Disability -- Long-Term	12.6	23.1%	46.2%	30.8%

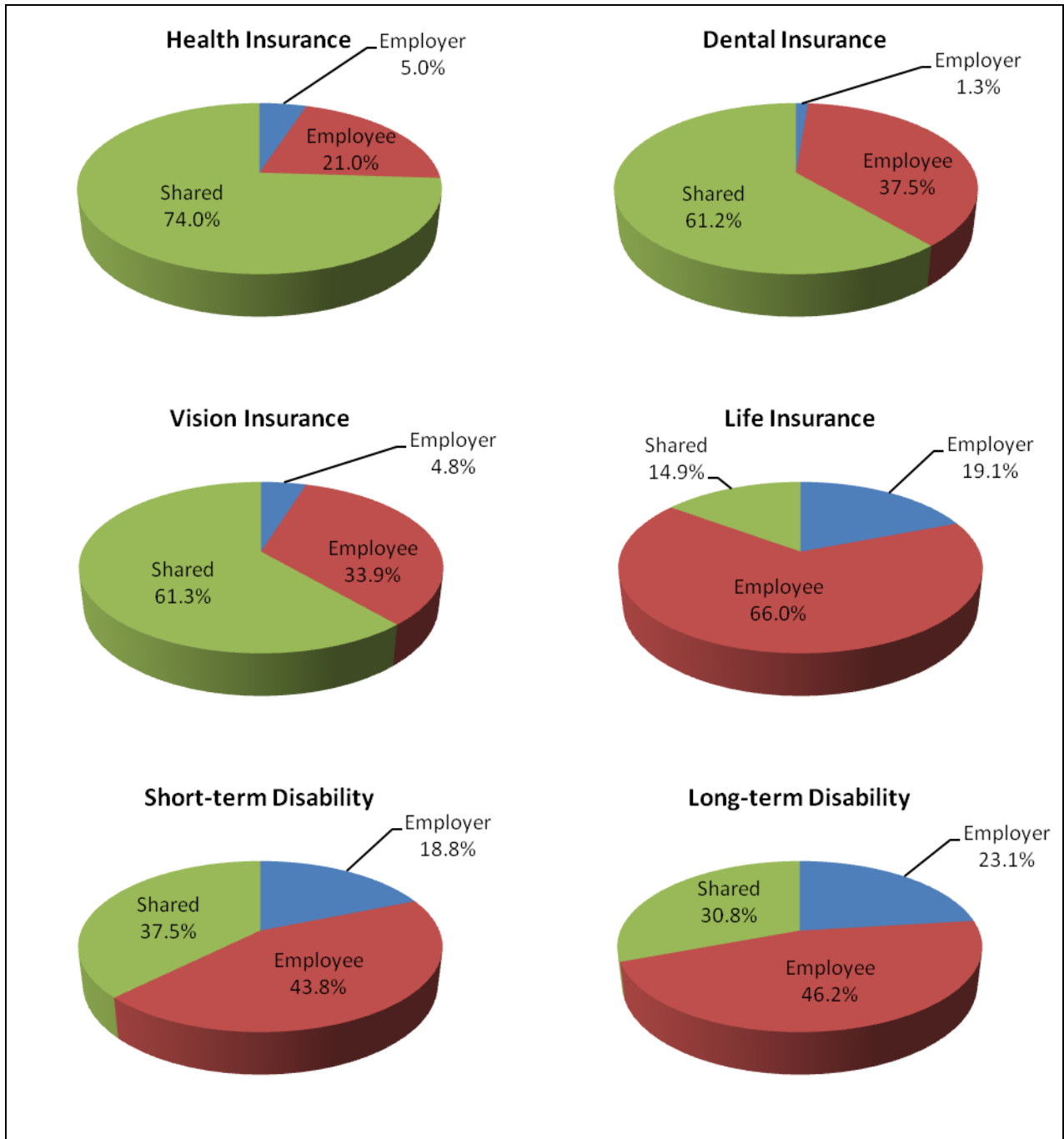
Comparisons with the 2005 survey: The largest differences were seen in vision insurance and there were notable changes also in dental, life, and short-term disability.

- Vision Care is being offered by more companies to dependents. In 2005, it was 48.5 percent and is now 60 percent. Fewer employers are covering the total cost (for example, 12.5 percent of this insurance was paid by employers, compared to 5 percent now).
- Dental insurance is being offered by more companies to dependents. Very few employers cover the total cost, and this change has shifted entirely to the employees. For example, 69 percent offered the insurance in 2005; 77.7 percent do now. In 2005, almost 10 percent of the policy costs were covered by employers, and that was only 1.3 percent in this survey. The percentage of the insurance paid for by employees was 29 percent-it is 38 percent now.
- A big shift was seen in who pays for life insurance for dependents. In 2005, 45 percent of employees paid for the life insurance premium for dependents when it was offered; in 2008, that was 66 percent. More employers are also offering dependent life insurance (38 percent in 2005, almost 47 percent in 2008).
- The percentage of employers offering short-term disability for dependents also increased-from 9 percent to 15.6 percent. Employers were picking up more of this cost.



If insurance is offered for a dependent, the following charts summarize payment responsibilities:

Dependent Benefits



SEPARATE PRESCRIPTION DRUG PLAN

A new question in 2008 asked whether employers offered a separate prescription drug plan. Almost twenty-eight percent responded in the affirmative-yes they have a separate prescription plan. From the responses, it is estimated that between 28 to 35 percent of all companies in Allen County offer a separate prescription plan for their employees and their dependents.

When this benefit is offered for employee coverage, these are shared costs 88.9 percent of the time, the company pays all of the premium cost in 8.3 percent of the respondents who offer this, and the employee pays all of the premium cost in 2.8 percent of the cases.

For dependent prescription drug plans, those are shared costs in 77.8 percent of the time, the company pays all of the premium costs in 5.6 percent of the cases, and the employee pays all of the premium cost in 16.7 percent of the cases.

PENSION/SAVINGS

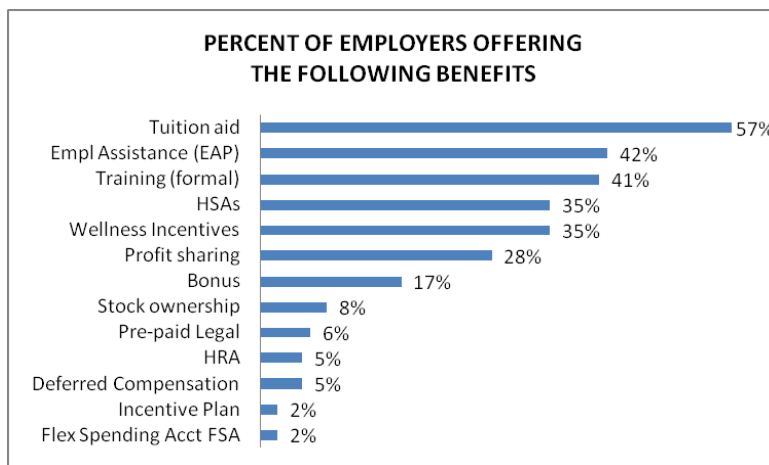
Ninety four percent (94.1) of those responding indicated they have some type of pension or retirement plan for their employees. The most common plan is the 401K plan. This survey did not ask if the company contributed to the 401K , but the responses may indicate that as many as 30 percent of all employees offered some type of retirement plan in addition to offering a 401K.

Types of Retirement	%
Some type of Retirement Plan	94.1%
Of those with a retirement plan:	
401k	85.1%
403b	5.3%
"simple IRA"	3.2%

The remaining 6.3 percent did not indicate what type of retirement.

OTHER EMPLOYEE BENEFITS

Employers did identify other benefits, such as severance packages, commission, memberships to Sam’s Clubs and Fitness Centers, supplemental insurance, and scholarship programs. Those offering such benefits represented less than 2 percent of all companies responding.

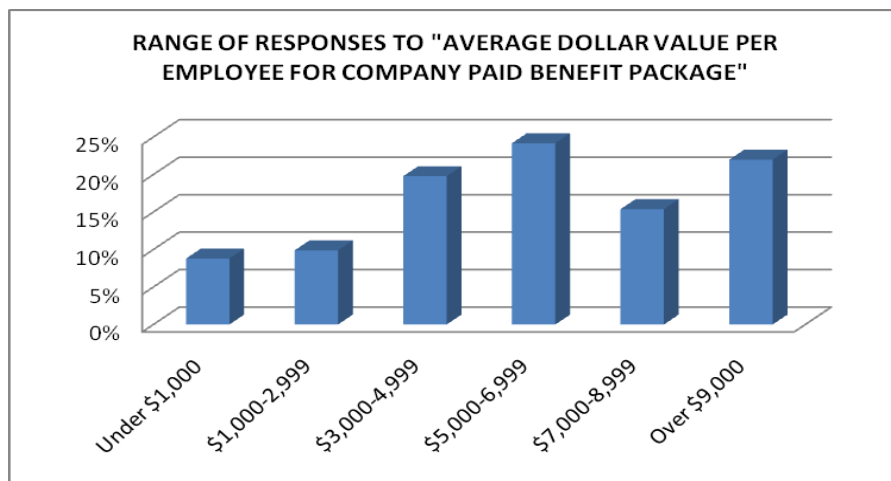


Note: HSA and HRA- Health Savings Account and Health Reimbursement Accounts

This question had been expanded since the 2005 survey to specifically include more options such as EAP, wellness incentives, HSA and HRA, pre-paid legal services, etc. The Tuition Aid benefit had the highest response in 2005 (other than insurance or retirement plans), but this was 10 points higher in 2008. Employee Assistance Programs have caught on and now represent the second highest “other” benefit option, and in-house training was only offered by 28 percent of the respondents in 2005, and is now at 41 percent. Another area to keep an eye on is “bonuses”. The 17 percent response is note-worthy not only because the percentage is much higher than in 2005, but it has not been on the survey as a line item, but rather was a “write in” item.

TOTAL BENEFIT COST

Employers were asked to estimate the dollar value per employee of employee benefit packages. The median response was \$5,000-\$6,999. The table below shows the distribution of estimates of benefit costs.



When asked to estimate the value of the benefit package as a percent of wages, the average response was 21.6 percent of wages; the median was 20 percent of wages. The minimum reported was 4 percent of wages, and the maximum was 49 percent. These are all very similar to the responses received in 2005.

UNIONIZATION

Companies were asked in the 2008 survey if any of the employees in that company were members of a union. Eighty-eight (88.3) percent responded in the negative. Of the remaining 11.7 percent, some indicated that only a portion of their workforce was unionized, not the entire workforce. In the 2005 survey, 15.7 percent indicated some type of unionization. Does this indicate that unionization has decreased from 2005 to 2008? There are many facets to this question, and caution is recommended in interpreting the results. It may be interesting to note that in a different study by CRI in 2007, it was found that 21 of the 116 largest manufacturers in Allen County in 2006 had some type of union, or 18.1 percent of these manufacturers. On the other hand, many service businesses have become unionized, for example, teachers. The question of the unionization of Allen County’s workforce is not easily answered by a questionnaire.

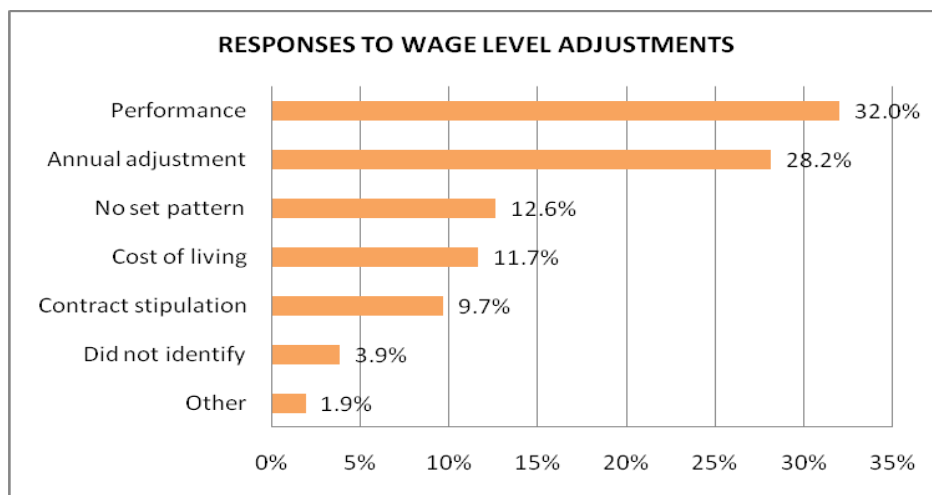
SEASONAL HIRING PATTERNS

Several employers indicated they have seasonal hiring patterns. These include summer, holidays, and student programs, which could include internships and/or coops.

No season hiring	72.3%
Seasonal hiring	27.7%
Of those who hire seasonally, the predominant situations include:	
Summer (excluding student learning opportunities as listed below)	14.5%
Holidays	3.9%
Student Internships and Co-ops	15.5%
Other	8.7%
Note that retailers were not surveyed (there were wholesalers included in this survey). Some responses indicated more than one type of seasonal or special yearly hiring practices.	

WAGE LEVEL ADJUSTMENTS

Ninety-six percent of employers reported that they provide some type of wage level adjustments, and the remaining four percent were all “skipped” responses, not necessarily negative responses. Many of those who stated that they have wage adjustments provide wage adjustments for multiple reasons, for example a cost of living increase *and* a merit increase. The types of wage level adjustments are detailed in the chart below.



OTHER PAY PROGRAMS

Many companies reported several types of premium pay for their employees. These are summarized below.

Other Pay Programs

Types of Pay and Bonuses	%
Premium paid shift differential	42.7
Non-production bonuses	14.6
Premium pay for overtime	60.2
Graduated training wage program for new employees	7.8

Some employers indicated multiple programs

RESPONSES TO OPEN-ENDED PERSONNEL QUESTIONS

Respondents were given an opportunity to provide suggestions, comments, or concerns about the area workforce. Responses to the three questions will be reviewed by Indiana WorkOne Northeast for appropriate consideration.

Question 1: In your opinion, are you anticipating any difficulty in locating personnel with qualified skills now or in the next two years?

Responses:

Most of the respondents answered this question-only 7.8 percent skipped it. Of the responses, some were qualified-for example, some expected no difficulty because the economy was bad and therefore there were many people completing applications and searching for work. Overall, 70 percent of all respondents indicated that they expected no difficulty. Some specified areas of concern in certain occupations. Of the remaining 30 percent who answered this question in the affirmative, the comments include:

yes both for call center and retail sales
yes experienced software engineers
Yes, especially in the more technical specialty fields
yes, mold & tool makers. Certified composite technicians, fiberglass part designers
Yes, we are currently experiencing difficulty hiring qualified diesel mechanic/technicians.
Yes, we historically have had difficulty locating experienced candidates with insurance backgrounds, unless they have had specialized insurance training
yes. I am concerned that "Workkeys" will no longer be available as an assessment tool.
RNs, physical therapists, pharmacists
The niche nature of our business makes it difficult to find candidates in the area who possess the skills/experience for our sewing and fashion positions.
For specific positions- yes- difficult to find degreed and licensed therapists.
Good, skilled welders with good work habits are traditionally difficult to find.
no- entry level, yes- mid & higher levels
Some responses which may have been a "yes" prior to the recession include the following: There have always been problems in the past finding skilled Maintenance employees. This should change with the number of layoffs in the area. No-due to slow economy. No, due to struggling economy, our applicant pool is plentiful.
Qualified response-no, except for physicians

Question 2: If so, what specific training needs would you suggest for your workforce or for your applicants?

Responses: Twenty-five percent of all respondents answered this question. The responses are:

4yr computer science, EE, CE degrees
accounting degree with 150 credit hours
Advanced mathematics, physics, engineering & s/w (software) development
Basic blueprint, math, and computer skills are needed at every level of our company.
Basic Math skills and basic work ethics
basic math/shop math, blueprint reading/geometric & tolerance, basic PC skills, team oriented skills
BS in information engineering
certified coders for billing physician services
computer & engineering
customer service training
diversity, workers, TPM
effective communication skills
high school diploma <u>not</u> GED
<i>higher education, capability of passing pre-employment tests</i>
Hourly Staff: basic job expectations such as attendance, following direction, taking accountability / Management/ Professional: financial analysis and the impact on their departments and the organization as a whole
Lack of schools offering these insurance related courses
lean manufacturing
machining; CNC machining
math, logical thinking process, character/work ethic
none, in-house training
Procurement/Financial analyses, computer programming (US citizens)
Qualified diesel technicians
Skills we need are- mechanical, computer, PLC, good communication skills and good work ethic.
technical skills in maintenance and quality
We are working with Ivy Tech to train welders.

Question 3: If applicable to your company, what would you say are the major factors contributing to this skill shortage (which could include such factors as turnover, retirement, etc.)?

Responses: Almost twenty-percent of all respondents answered this question, and the responses are:

1. turnover churning within the industry / 2. retirement/aging of the workforce
commissioned sales reps turnover high
fewer people willing to accept accountability for their attention to detail in a high-liability environment
Hard to find qualified people to work for a not-for-profit, as wages are lower.
Hourly direct care providers: They will move from job to job for .10 -.15 per hour. There doesn't seem to be an understanding of the benefits of long term employment such as retirement and career advancement. Professional and Management: general leadership skills.
job specific industry
lack of experienced people in the local area
lack of focus pushing US students into tough IT training programs
lack of skill knowledge in area
Less students entering into technical fields; lack of understanding at high school level of opportunities available in this field
passing pre-employment tests
People not changing jobs at the present because of the economy, moving, specific skill sets.

retirement
retirement; Warsaw
sales aptitude in the banking industry
The possibility of the Baby-boomer generation leaving a large gap and level of skill sets to fill. This could be delayed however, with the current economic downturn.
The skills are specific to the industry and not taught at collegiate survey or advanced level- which is amazing because you are in one of two major composite industry centers in US.
turnover of skilled workers
turnover/lack of work ethic
We do not believe schools encourage bright young people to learn skilled trades.

PART II – 2007 MEAN SALARIES FOR ALLEN COUNTY

(With comparisons to other counties in Northeast Indiana and salary projections for 2008 and 2009)

The Community Research Institute at IPFW has used the data made available by the Indiana Workforce Development¹ to compile the following report on mean salaries for Allen County occupations. This data is organized at the Standard Occupational Classification (SOC) level, and mean occupational salaries are listed, as well as the estimated employment for Allen County.

For comparison purposes, each occupation's mean salary is compared to the other mean occupational salaries for each county in northeast Indiana, provided sufficient information was available for each occupation and that the data could be disclosed. If at least five of the 11 counties had occupational data available, then comparison data is listed. Comparison data includes the 11 county NEI average, the range (minimum and maximum) of mean salaries, and Allen County's percentage of the NEI employment in that occupation.

Some specifics about the data include:

- Wages and salaries are straight-time, gross pay, exclusive of premium pay, and do not include any cost of benefits.
- Note that if an occupation is listed without the number of employees listed, this indicates that the number of employees in that Standard Occupational Classification is most likely less than ten, or for some other reason could not be disclosed.
- For informational purposes, the mean was higher than the median in 80% of the time.

Additionally, since the fringe benefit report is based on responses of local companies at the end of 2008 or the beginning of 2009, it seemed appropriate to provide some type of indication on current occupational wages. The 2008 occupational salary report will not be released until late summer, and therefore CRI is providing estimates for certain occupations. These estimates are based on the Bureau of Labor Statistics' Employment Cost Index for Civilian workers to estimate 2008 or 2009 mean salaries for certain occupations. This index indicated a 3.1 percent increase in salaries between 2007 and 2008, while a 2.8 percent increase was estimated for 2009 salaries. Actual wage increases differs by occupation and region, and this data should be viewed as an estimate only.

¹ Indiana Workforce Development collects occupational employment data through a mail survey as part of a collaborative effort with the U.S. Bureau of Labor Statistics. IWD compiles the information for the state, economic growth regions (EGR), MSAs, and for some counties upon request.

ALLEN COUNTY OCCUPATIONAL WAGE DATA in 2007:	
Total all occupations	
Allen County employs 190,590, or 54.4% of all those employed in NEI.	
The average Allen County OES wage in 2007:	\$37,494
The range of MEAN wages by county in 2007 were:	
Minimum Mean: Steuben	\$29,743
Highest mean: Allen	\$37,494
11 county mean:	\$35,445

	MEAN 2007 SALARIES	ESTIMATED 2008 SALARIES*	ESTIMATED 2009 SALARIES*
Adams	\$30,962	\$31,922	\$32,816
Allen	37,494	38,656	39,739
DeKalb	33,712	34,757	35,730
Grant	34,854	35,934	36,941
Huntington	32,360	33,363	34,297
LaGrange	36,199	37,321	38,366
Noble	31,952	32,943	33,865
Steuben	29,743	30,665	31,524
Wabash	31,351	32,323	33,228
Wells	32,860	33,879	34,827
Whitley	34,789	35,867	36,872
NEI REGION	35,445	36,544	37,567
* As noted in cover page for this section, all 2008 and 2009 estimates are based on BLS Employment Cost Index. The actual 2008 salary information will be released in late summer, 2009.			

ALLEN COUNTY MEAN 2007 SALARY FOR MANAGEMENT OCCUPATIONS and comparison data for region:		
	# of positions in Allen County	2007 Mean Salary in Allen
Management Occupations	7,610	\$86,988
Allen County employs 60.2% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Steuben	\$70,123	
Highest mean: LaGrange	\$87,559	
11 county mean:	\$84,107	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$89,685	
and a 2.8 percent increase from 2008 to 2009	\$92,196	
Specific Management Occupation: (detailed data given for occupations if five or more NEI counties have disclosed data-these are designated with ∅; otherwise, just Allen County 2007 wage given)		
∅Chief Executives	470	\$150,711
Allen County employs 60.3% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Steuben	\$106,058	
Highest mean: Whitley	\$163,807	
11 county mean:	\$147,191	
<i>Estimating Current Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$155,383	
and a 2.8 percent increase from 2008 to 2009	\$159,734	
∅General and Operations Managers	2,020	\$97,753
Allen County employs 62.0% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Steuben	\$74,793	
Highest mean: Whitley	\$114,770	
11 county mean:	\$96,553	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$100,783	
and a 2.8 percent increase from 2008 to 2009	\$103,605	
Legislators	40	\$70,990
Advertising and Promotions Managers	40	\$77,490
Marketing Managers	150	\$91,836
∅Sales Managers	490	\$95,103
Allen County employs 66.2% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Steuben	\$57,503	
Highest mean: Noble	\$95,426	
11 county mean:	\$90,290	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$98,051	
and a 2.8 percent increase from 2008 to 2009	\$100,797	
Public Relations Managers	40	\$75,285
Administrative Services Managers	290	\$72,531
Computer and Information Systems Managers	380	\$93,847
Financial Managers	480	\$93,641
Compensation and Benefits Managers	80	\$78,612
Training and Development Managers	40	\$52,306
Human Resources Managers, All Other	80	\$72,989
Industrial Production Managers	340	\$86,037
Purchasing Managers	110	\$84,335
Transportation, Storage, and Distribution Managers	170	\$66,140
Construction Managers	360	\$72,848
Education Administrators, Preschool and Child Care Center/Program	100	\$33,231
Education Administrators, Elementary and Secondary School	240	\$80,527

Education Administrators, Postsecondary		\$91,422
Engineering Managers	180	\$94,636
Food Service Managers	240	\$41,100
Lodging Managers	50	\$32,394
◊Medical and Health Services Managers	370	\$74,918
Allen County employs 74.0% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Adams	\$57,305	
Highest mean: Huntington	\$84,669	
11 county mean:	\$72,965	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$77,240	
and a 2.8 percent increase from 2008 to 2009	\$79,403	
Natural Sciences Managers	20	\$63,555
Postmasters and Mail Superintendents	10	\$63,162
Social and Community Service Managers	200	\$44,555
Managers, All Other	310	\$71,296

ALLEN COUNTY MEAN 2007 SALARY FOR BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS and comparison data for region:		
	# of positions in Allen County	2007 Mean Salary in Allen
All Business and Financial Operations Occupations	6,800	\$54,872
Allen County employs 66.3% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: LaGrange	\$40,548	
Highest mean: Noble	\$56,666	
11 county mean:	\$52,899	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$56,573	
and a 2.8 percent increase from 2008 to 2009	\$58,157	
Specific Business and Financial Operations Occupation: (detailed data given for occupations if five or more NEI counties have disclosed data-these are designated with ◊ ; otherwise, just Allen County 2007 wage given)		
Wholesale and Retail Buyers, Except Farm Products	200	\$55,123
◊Purchasing Agents, Except Wholesale, Retail, and Farm Products	440	\$52,038
Allen County employs 49.4% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Adams	\$39,996	
Highest mean: LaGrange	\$59,767	
11 county mean:	\$50,643	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$53,651	
and a 2.8 percent increase from 2008 to 2009	\$55,153	
Claims Adjusters, Examiners, and Investigators	240	\$55,519
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	180	\$46,332
Cost Estimators	460	\$52,584
Employment, Recruitment, and Placement Specialists	280	\$39,981
Compensation, Benefits, and Job Analysis Specialists	170	\$50,652
Training and Development Specialists	430	\$46,769
Human Resources, Training, and Labor Relations Specialists, All Other	150	\$40,127
Logisticians		\$64,743
Management Analysts	390	\$67,943
Meeting and Convention Planners	20	\$41,213
Business Operations Specialists, All Other	780	\$57,504
◊Accountants and Auditors	1,340	\$59,278
Allen County employs 66.3% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Steuben	\$52,084	
Highest mean: Grant	\$63,834	
11 county mean:	\$58,203	

<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$61,116	
and a 2.8 percent increase from 2008 to 2009	\$62,826	
Appraisers and Assessors of Real Estate	160	\$42,012
Budget Analysts	110	\$61,192
Credit Analysts	50	\$59,030
Financial Analysts	200	\$74,624
Personal Financial Advisors	180	\$56,152
Insurance Underwriters	260	\$57,965
Financial Examiners		\$66,564
Loan Counselors	70	\$52,715
Loan Officers	310	\$48,520
Tax Preparers		\$40,484
Financial Specialists, All Other	60	\$51,299

ALLEN COUNTY MEAN 2007 SALARY FOR COMPUTER AND MATHEMATICAL OCCUPATIONS		
	# of positions in Allen County	2007 Mean Salary in Allen
<i>Computer and Mathematical Occupations</i>	4,470	\$64,574
Allen County employs 83.4% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: LaGrange	\$42,683	
Highest mean: Allen	\$64,574	
11 county mean:	\$62,446	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$66,575	
and a 2.8 percent increase from 2008 to 2009	\$68,440	
<i>Specific Computer and Mathematical Occupation:</i> (detailed data given for occupations if five or more NEI counties have disclosed data-these are designated with ◊ ; otherwise, just Allen County 2007 wage given)		
Computer Programmers	320	\$69,096
Computer Software Engineers, Applications	730	\$83,735
Computer Software Engineers, Systems Software	610	\$73,706
◊Computer Support Specialists	640	\$43,673
Allen County employs 71.9% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Adams	\$29,076	
Highest mean: Allen	\$43,673	
11 county mean:	\$41,489	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$45,027	
and a 2.8 percent increase from 2008 to 2009	\$46,287	
◊Computer Systems Analysts	550	\$63,985
Allen County employs 87.3% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Grant	\$47,125	
Highest mean: DeKalb	\$68,904	
11 county mean:	\$63,991	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$65,985	
and a 2.8 percent increase from 2008 to 2009	\$67,815	
Database Administrators	200	\$64,730
◊Network and Computer Systems Administrators	600	\$52,535
Allen County employs 76.9% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Wells	\$45,681	
Highest mean: DeKalb	\$60,159	
11 county mean:	\$52,693	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$54,164	

and a 2.8 percent increase from 2008 to 2009	\$55,680	
Network Systems and Data Communications Analysts		550 \$59,316
Computer Specialists, All Other		90 \$51,403
Actuaries		90 \$101,491
Operations Research Analysts		\$66,935

ALLEN COUNTY MEAN 2007 SALARY FOR ARCHITECTURE AND ENGINEERING OCCUPATIONS		
	# of positions	Mean Salary
Architecture and Engineering Occupations	3,270	\$60,985
Allen County employs 57.4% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: DeKalb	\$50,996	
Highest mean: Wells	\$64,752	
11 county mean:	\$58,469	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$62,876	
and a 2.8 percent increase from 2008 to 2009	\$64,636	
Specific Architecture and Engineering Occupations: (detailed data given for occupations if five or more NEI counties have disclosed data-these are designated with ◊ ; otherwise, just Allen County 2007 wage given)		
Architects, Except Landscape and Naval	150	\$52,565
Surveyors	60	\$51,627
Chemical Engineers	30	\$73,008
Civil Engineers	110	\$56,779
Electrical Engineers	520	\$76,254
Electronics Engineers, Except Computer	220	\$83,592
Environmental Engineers		\$74,959
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	20	\$54,260
◊Industrial Engineers	410	\$65,864
Allen County employs 41.0% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Whitley	\$57,443	
Highest mean: Grant	\$73,639	
11 county mean:	\$63,628	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$67,906	
and a 2.8 percent increase from 2008 to 2009	\$69,807	
Materials Engineers	70	\$57,655
◊Mechanical Engineers	490	\$65,433
Allen County employs 45.0% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Adams	\$52,749	
Highest mean: DeKalb	\$72,697	
11 county mean:	\$64,154	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$67,461	
and a 2.8 percent increase from 2008 to 2009	\$69,350	
Engineers, All Other		\$71,728
Architectural and Civil Drafters	140	\$41,357
Electrical and Electronics Drafters	20	\$37,861
Mechanical Drafters	180	\$42,735
Drafters, All Other	20	\$48,398
Civil Engineering Technicians	10	\$42,735
Electrical and Electronic Engineering Technicians	200	\$52,243
Electro-Mechanical Technicians	90	\$38,468
Environmental Engineering Technicians	10	\$51,493
Industrial Engineering Technicians	120	\$43,176
Mechanical Engineering Technicians	50	\$42,205
Engineering Technicians, Except Drafters, All Other	80	\$51,355
Surveying and Mapping Technicians		\$31,891

ALLEN COUNTY MEAN 2007 SALARY FOR LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS		
	# of positions in Allen County	2007 Mean Salary in Allen
Life, Physical, and Social Science Occupations	840	\$59,484
Allen County employs 74.3% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Adams	\$40,567	
Highest mean: DeKalb	\$66,626	
11 county mean:	\$55,878	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$61,328	
and a 2.8 percent increase from 2008 to 2009	\$63,045	
Physicists		\$131,829
Chemists	70	\$54,353
Environmental Scientists and Specialists, Including Health		\$44,689
Geoscientists, Except Hydrologists and Geographers		\$49,680
Market Research Analysts	160	\$55,037
Clinical, Counseling, and School Psychologists	60	\$48,440
Psychologists, All Other		\$86,514
Urban and Regional Planners	90	\$64,195
Social Scientists and Related Workers, All Other	30	
Biological Technicians	10	\$31,130
Chemical Technicians		\$35,908
Environmental Science and Protection Technicians, Including Health		\$39,959
Life, Physical, and Social Science Technicians, All Other	20	\$33,915

ALLEN COUNTY MEAN 2007 SALARY FOR COMMUNITY AND SOCIAL SERVICES OCCUPATIONS		
	# of positions in Allen County	2007 Mean Salary in Allen
Community and Social Services Occupations	2,810	\$35,535
Allen County employs 66.0% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Noble	\$30,396	
Highest mean: LaGrange	\$44,466	
11 county mean:	\$35,214	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$36,636	
and a 2.8 percent increase from 2008 to 2009	\$37,662	
Specific Community & Social Services Occupations: (detailed data given for occupations if five or more NEI counties have disclosed data-these are designated with ◊; otherwise, just Allen County 2007 wage given)		
Substance Abuse and Behavioral Disorder Counselors	80	\$40,841
Educational, Vocational, and School Counselors	190	\$53,731
Marriage and Family Therapists	30	\$41,822
Mental Health Counselors		\$49,216
Rehabilitation Counselors		\$33,843
◊Child, Family, and School Social Workers	430	\$31,871
Allen County employs 65.2% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Wells	\$28,146	
Highest mean: Adams	\$33,231	
11 county mean:	\$31,299	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$32,859	
and a 2.8 percent increase from 2008 to 2009	\$33,779	
Medical and Public Health Social Workers	290	\$41,200
Mental Health and Substance Abuse Social Workers	150	\$42,734
Social Workers, All Other	70	\$42,036

Health Educators	100	\$42,945
Social and Human Service Assistants	860	\$25,104
Community and Social Service Specialists, All Other	80	\$35,509
Clergy	60	\$41,812

ALLEN COUNTY MEAN 2007 SALARY FOR LEGAL OCCUPATIONS		
	# of positions in Allen County	2007 Mean Salary in Allen
Legal Occupations	870	\$66,384
Allen County employs 77.7% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Adams	\$49,983	
Highest mean: Allen	\$66,384	
11 county mean:	\$63,667	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$68,441	
and a 2.8 percent increase from 2008 to 2009	\$70,358	
Lawyers	420	\$86,125
Judges, Magistrate Judges, and Magistrates		\$87,835
Paralegals and Legal Assistants	260	\$40,241
Court Reporters		\$47,670
Law Clerks		\$38,418
Title Examiners, Abstractors, and Searchers		\$34,661

ALLEN COUNTY MEAN 2007 SALARY FOR EDUCATION, TRAINING, AND LIBRARY OCCUPATIONS		
	# of positions in Allen County	2007 Mean Salary in Allen
Education, Training, and Library Occupations	8,920	\$40,213
Allen County employs 51.9% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Wabash	\$34,839	
Highest mean: Grant	\$49,338	
11 county mean:	\$39,364	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$41,459	
and a 2.8 percent increase from 2008 to 2009	\$42,620	
Business Teachers, Postsecondary	110	\$60,702
Computer Science Teachers, Postsecondary	40	\$64,152
Mathematical Science Teachers, Postsecondary	110	\$51,017
Biological Science Teachers, Postsecondary	60	\$56,445
Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	10	\$59,429
Chemistry Teachers, Postsecondary	30	\$56,697
Physics Teachers, Postsecondary	10	\$62,738
Economics Teachers, Postsecondary	20	\$69,459
Political Science Teachers, Postsecondary	20	\$55,266
Psychology Teachers, Postsecondary	50	\$53,349
Sociology Teachers, Postsecondary	30	\$55,910
Health Specialties Teachers, Postsecondary	130	\$49,914
Nursing Instructors and Teachers, Postsecondary	110	\$49,673
Education Teachers, Postsecondary	50	\$54,192
Art, Drama, and Music Teachers, Postsecondary	80	\$49,649
Communications Teachers, Postsecondary	50	\$56,190
English Language and Literature Teachers, Postsecondary	110	\$48,763
Foreign Language and Literature Teachers, Postsecondary	30	\$53,282
History Teachers, Postsecondary	30	\$53,478
Philosophy and Religion Teachers, Postsecondary	20	\$48,625
Preschool Teachers, Except Special Education	580	\$21,588
Kindergarten Teachers, Except Special Education	60	\$44,916

Elementary School Teachers, Except Special Education	1,350	\$47,646
Middle School Teachers, Except Special and Vocational Education	880	\$48,714
Vocational Education Teachers, Middle School		\$57,161
Secondary School Teachers, Except Special and Vocational Education	1,200	\$50,377
Vocational Education Teachers, Secondary School	70	\$53,234
Special Education Teachers, Preschool, Kindergarten, and Elementary School	280	\$45,946
Special Education Teachers, Middle School	140	\$48,865
Special Education Teachers, Secondary School	150	\$49,049
Adult Literacy, Remedial Education, and GED Teachers and Instructors		\$52,234
Self-Enrichment Education Teachers		\$27,795
Teachers and Instructors, All Other	870	\$23,314

ALLEN COUNTY MEAN 2007 SALARY FOR ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS		
	# of positions in Allen County	2007 Mean Salary in Allen
Arts, Design, Entertainment, Sports, and Media Occupations	2,500	\$35,441
Allen County employs 67.4% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Noble	\$21,991	
Highest mean: Allen	\$35,441	
11 county mean:	\$33,609	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$36,540	
and a 2.8 percent increase from 2008 to 2009	\$37,563	
Art Directors		\$78,330
Commercial and Industrial Designers	50	\$54,006
Floral Designers	100	\$22,326
Graphic Designers	250	\$39,291
Interior Designers	80	\$32,225
Merchandise Displayers and Window Trimmers		\$25,895
Producers and Directors	70	\$44,803
Coaches and Scouts	370	\$25,641
Radio and Television Announcers	130	\$26,830
Reporters and Correspondents	70	\$32,554
Public Relations Specialists	290	\$42,436
Editors	70	\$47,733
Technical Writers		\$57,743
Writers and Authors		\$38,438
Interpreters and Translators	90	\$28,350
Audio and Visual Equipment Technicians	80	\$29,024
Broadcast Technicians	50	\$22,059
Sound Engineering Technicians	10	\$30,750
Photographers	100	\$30,888

ALLEN COUNTY MEAN 2007 SALARY FOR HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS		
	# of positions in Allen County	2007 Mean Salary in Allen
Healthcare Practitioners and Technical Occupations	11,700	\$59,104
Allen County employs 64.6% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Adams	\$44,108	
Highest mean: Whitley	\$75,509	
11 county mean:	\$57,539	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$60,936	
and a 2.8 percent increase from 2008 to 2009	\$62,642	
Specific Healthcare Practitioners and Technical Occupations: (detailed data given for occupations if five or more NEI counties have disclosed data-these are designated with ◊; otherwise, just Allen County 2007 wage given)		

Chiropractors		40	\$104,342
Dentists, General		90	\$148,313
Oral and Maxillofacial Surgeons		70	\$190,061
Dietitians and Nutritionists			\$37,876
Optometrists		70	\$74,721
ØPharmacists		400	\$98,043
Allen County employs 62.5% of all those employed in NEI in this occupation.			
The range of MEAN wages by county in 2007 were:			
Minimum Mean: DeKalb		\$72,198	
Highest mean: Allen		\$98,043	
11 county mean:		\$94,248	
<i>Estimating Current Allen County Salaries:</i>			
Using the BLS estimated 3.1 percent increase from 2007 to 2008		\$101,082	
and a 2.8 percent increase from 2008 to 2009		\$103,913	
Family and General Practitioners		80	\$168,526
Internists, General		100	\$188,419
Obstetricians and Gynecologists			\$191,028
Pediatricians, General			\$127,798
Psychiatrists		40	\$146,452
Surgeons		90	
Physician Assistants		110	\$77,552
Podiatrists		10	\$107,683
ØRegistered Nurses		4,080	\$51,782
Allen County employs 72.5% of all those employed in NEI in this occupation.			
The range of MEAN wages by county in 2007 were:			
Minimum Mean: Noble		\$43,540	
Highest mean: Grant		\$52,658	
11 county mean:		\$50,759	
<i>Estimating Current Allen County Salaries:</i>			
Using the BLS estimated 3.1 percent increase from 2007 to 2008		\$53,387	
and a 2.8 percent increase from 2008 to 2009		\$54,882	
Occupational Therapists		180	\$59,717
Physical Therapists		260	\$61,614
Radiation Therapists		60	\$65,290
Recreational Therapists		10	\$38,367
Respiratory Therapists		170	\$48,563
Speech-Language Pathologists		110	\$57,329
Veterinarians		40	\$87,567
Health Diagnosing and Treating Practitioners, All Other			\$103,280
Medical and Clinical Laboratory Technologists		270	\$51,077
Medical and Clinical Laboratory Technicians		440	\$34,348
Dental Hygienists		210	\$54,785
Diagnostic Medical Sonographers			\$51,457
Nuclear Medicine Technologists		40	\$55,070
Radiologic Technologists and Technicians		300	\$47,418
Emergency Medical Technicians and Paramedics		240	\$31,846
Dietetic Technicians		40	\$23,937
ØPharmacy Technicians		420	\$25,358
Allen County employs 59.2% of all those employed in NEI in this occupation.			
The range of MEAN wages by county in 2007 were:			
Minimum Mean: Grant		\$22,123	
Highest mean: Noble		\$28,984	
11 county mean:		\$25,616	
<i>Estimating Current Allen County Salaries:</i>			
Using the BLS estimated 3.1 percent increase from 2007 to 2008		\$26,144	
and a 2.8 percent increase from 2008 to 2009		\$26,876	
Psychiatric Technicians			\$27,787
Respiratory Therapy Technicians		40	\$41,042
Surgical Technologists		190	\$37,528
Veterinary Technologists and Technicians			\$29,284

0 Licensed Practical and Licensed Vocational Nurses	1,450	\$36,745
Allen County employs 59.4% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Adams	\$34,249	
Highest mean: Noble	\$39,368	
11 county mean:	\$36,874	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$37,884	
and a 2.8 percent increase from 2008 to 2009	\$38,945	
Medical Records and Health Information Technicians	290	\$28,600
Opticians, Dispensing	180	\$22,973
Health Technologists and Technicians, All Other	60	\$54,155
Occupational Health and Safety Specialists	60	\$48,600
Healthcare Practitioners and Technical Workers, All Other	40	\$38,983

ALLEN COUNTY MEAN 2007 SALARY FOR HEALTHCARE SUPPORT OCCUPATIONS		
	# of positions in Allen County	2007 Mean Salary in Allen
Healthcare Support Occupations	5,840	\$24,498
Allen County employs 63.5% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Adams	\$20,158	
Highest mean: Noble	\$25,562	
11 county mean:	\$23,937	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$25,257	
and a 2.8 percent increase from 2008 to 2009	\$25,965	
Home Health Aides	1,440	\$19,099
Healthcare Support Occupations	5,840	\$24,498
Home Health Aides	1,440	\$19,099
Healthcare Support Occupations	5,840	\$24,498
Home Health Aides	1,440	\$19,099
Nursing Aides, Orderlies, and Attendants	1,850	\$23,300
Psychiatric Aides	190	\$25,433
Occupational Therapist Assistants	70	\$46,173
Physical Therapist Assistants	160	\$41,413
Physical Therapist Aides	30	\$29,426
Massage Therapists		\$22,847
Dental Assistants	290	\$31,810
Medical Assistants	870	\$25,947
Medical Equipment Preparers	30	\$30,300
Medical Transcriptionists	210	\$29,001
Pharmacy Aides	20	\$21,054
Veterinary Assistants and Laboratory Animal Caretakers	60	\$20,412
Healthcare Support Workers, All Other	560	\$26,929

ALLEN COUNTY MEAN 2007 SALARY FOR		
	# of positions in Allen County	2007 Mean Salary in Allen
Protective Service Occupations	3,610	\$31,940
Allen County employs 67.0% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Wabash	\$28,074	
Highest mean: Adams	\$36,005	
11 county mean:	\$31,971	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$32,930	
and a 2.8 percent increase from 2008 to 2009	\$33,852	

Specific Protective Service Occupations: (detailed data given for occupations if five or more NEI counties have disclosed data-these are designated with 0; otherwise, just Allen County 2007 wage given)		
First-Line Supervisors/Managers of Correctional Officers	10	\$37,540
First-Line Supervisors/Managers, Protective Service Workers, All Other	80	\$31,806
Private Detectives and Investigators		\$50,239
0Security Guards	1,760	\$22,834
Allen County employs 88.9% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Grant	\$18,255	
Highest mean: Wabash	\$27,612	
11 county mean:	\$23,238	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$23,542	
and a 2.8 percent increase from 2008 to 2009	\$24,201	
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers		\$15,604
Protective Service Workers, All Other	40	\$26,955

ALLEN COUNTY MEAN 2007 SALARY FOR SALES AND RELATED OCCUPATIONS		
	# of positions in Allen County	2007 Mean Salary in Allen
Sales and Related Occupations	19,130	\$34,261
Allen County employs 57.9% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Steuben	\$23,857	
Highest mean: Allen	\$34,261	
11 county mean:	\$31,704	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$35,323	
and a 2.8 percent increase from 2008 to 2009	\$36,312	
Specific Sales & Related Occupations: (detailed data given for occupations if five or more NEI counties have disclosed data-these are designated with 0; otherwise, just Allen County 2007 wage given)		
First-Line Supervisors/Managers of Retail Sales Workers	1,390	\$40,180
0First-Line Supervisors/Managers of Non-Retail Sales Workers	520	\$64,070
Allen County employs 70.3% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: DeKalb	\$55,923	
Highest mean: Wabash	\$84,072	
11 county mean:	\$67,009	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$66,056	
and a 2.8 percent increase from 2008 to 2009	\$67,906	
Cashiers	4,170	\$16,247
Counter and Rental Clerks	610	\$22,080
Parts Salespersons	320	\$36,137
Retail Salespersons	5,760	\$23,066
Advertising Sales Agents	160	\$38,402
Insurance Sales Agents	670	\$50,472
Securities, Commodities, and Financial Services Sales Agents	320	\$83,625
Travel Agents	80	\$25,158
Sales Representatives, Services, All Other	1,770	\$51,564
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	440	\$59,554
0Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	2,020	\$58,395
Allen County employs 57.9% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: LaGrange	\$47,208	
Highest mean: DeKalb	\$69,423	
11 county mean:	\$58,322	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$60,205	

and a 2.8 percent increase from 2008 to 2009	\$61,891	
Demonstrators and Product Promoters		\$29,509
Real Estate Brokers		\$77,310
Real Estate Sales Agents	70	\$43,153
Sales Engineers	100	\$71,102
Telemarketers		\$32,275
Sales and Related Workers, All Other		\$37,622

ALLEN COUNTY MEAN 2007 SALARY FOR OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS		
	# of positions in Allen County	2007 Mean Salary in Allen
Office and Administrative Support Occupations	31,370	\$29,300
Allen County employs 60.7% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Adams	\$26,751	
Highest mean: Whitley	\$29,709	
11 county mean:	\$28,814	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$30,208	
and a 2.8 percent increase from 2008 to 2009	\$31,054	
Specific Sales & Related Occupations: (detailed data given for occupations if five or more NEI counties have disclosed data-these are designated with ◊; otherwise, just Allen County 2007 wage given)		
◊First-Line Supervisors/Managers of Office and Administrative Support Workers	1,730	\$45,758
Allen County employs 63.4% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Steuben	\$33,466	
Highest mean: Whitley	\$48,230	
11 county mean:	\$44,462	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$47,176	
and a 2.8 percent increase from 2008 to 2009	\$48,497	
Switchboard Operators, Including Answering Service	240	\$23,738
◊Bill and Account Collectors	710	\$30,850
Allen County employs 87.7% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Grant	\$23,431	
Highest mean: Allen	\$30,850	
11 county mean:	\$30,215	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$31,806	
and a 2.8 percent increase from 2008 to 2009	\$32,697	
◊Billing and Posting Clerks and Machine Operators	1,010	\$28,909
Allen County employs 79.5% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Grant	\$25,231	
Highest mean: Adams	\$38,734	
11 county mean:	\$29,183	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$29,805	
and a 2.8 percent increase from 2008 to 2009	\$30,640	
◊Bookkeeping, Accounting, and Auditing Clerks	2,440	\$31,325
Allen County employs 52.9% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Steuben	\$26,890	
Highest mean: Allen	\$31,325	
11 county mean:	\$30,180	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$32,296	
and a 2.8 percent increase from 2008 to 2009	\$33,200	

◊Payroll and Timekeeping Clerks		340	\$32,415
Allen County employs 60.7% of all those employed in NEI in this occupation.			
The range of MEAN wages by county in 2007 were:			
Minimum Mean: DeKalb		\$27,131	
Highest mean: Wabash		\$33,643	
11 county mean:		\$30,354	
<i>Estimating Current Allen County Salaries:</i>			
Using the BLS estimated 3.1 percent increase from 2007 to 2008		\$33,420	
and a 2.8 percent increase from 2008 to 2009		\$34,356	
Procurement Clerks		80	\$33,747
Tellers		1,020	\$22,213
Brokerage Clerks		70	\$35,910
Correspondence Clerks		40	\$28,791
Court, Municipal, and License Clerks		80	\$26,476
Credit Authorizers, Checkers, and Clerks		30	\$31,790
◊Customer Service Representatives		2,860	\$31,310
Allen County employs 63.0% of all those employed in NEI in this occupation.			
The range of MEAN wages by county in 2007 were:			
Minimum Mean: Whitley		\$26,003	
Highest mean: DeKalb		\$32,607	
11 county mean:		\$30,473	
<i>Estimating Current Allen County Salaries:</i>			
Using the BLS estimated 3.1 percent increase from 2007 to 2008		\$32,281	
and a 2.8 percent increase from 2008 to 2009		\$33,184	
Eligibility Interviewers, Government Programs		210	\$33,296
File Clerks		290	\$21,564
Hotel, Motel, and Resort Desk Clerks		220	\$16,335
Interviewers, Except Eligibility and Loan		180	\$25,579
Library Assistants, Clerical			\$15,982
Loan Interviewers and Clerks		150	\$27,567
New Accounts Clerks		60	\$25,648
Order Clerks		330	\$28,547
Human Resources Assistants, Except Payroll and Timekeeping		240	\$33,416
◊Receptionists and Information Clerks		1,480	\$23,025
Allen County employs 65.2% of all those employed in NEI in this occupation.			
The range of MEAN wages by county in 2007 were:			
Minimum Mean: DeKalb		\$20,742	
Highest mean: Adams		\$24,751	
11 county mean:		\$22,948	
<i>Estimating Current Allen County Salaries:</i>			
Using the BLS estimated 3.1 percent increase from 2007 to 2008		\$23,739	
and a 2.8 percent increase from 2008 to 2009		\$24,403	
Information and Record Clerks, All Other			\$27,792
Cargo and Freight Agents			\$32,429
Couriers and Messengers		220	\$22,907
Police, Fire, and Ambulance Dispatchers		120	\$36,696
Dispatchers, Except Police, Fire, and Ambulance		390	\$35,707
Postal Service Clerks		70	\$44,774
Postal Service Mail Carriers		380	\$44,194
Postal Service Mail Sorters, Processors, and Processing Machine Operators		210	\$40,426
◊Production, Planning, and Expediting Clerks		390	\$40,767
Allen County employs 42.4% of all those employed in NEI in this occupation.			
The range of MEAN wages by county in 2007 were:			
Minimum Mean: Grant		\$36,589	
Highest mean: LaGrange		\$43,210	
11 county mean:		\$40,113	
<i>Estimating Current Allen County Salaries:</i>			
Using the BLS estimated 3.1 percent increase from 2007 to 2008		\$42,031	
and a 2.8 percent increase from 2008 to 2009		\$43,208	
◊Shipping, Receiving, and Traffic Clerks		1,300	\$27,187

Allen County employs 54.9% of all those employed in NEI in this occupation.			
The range of MEAN wages by county in 2007 were:			
Minimum Mean: Steuben	\$24,562		
Highest mean: DeKalb	\$34,166		
11 county mean:	\$28,081		
<i>Estimating Current Allen County Salaries:</i>			
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$28,030		
and a 2.8 percent increase from 2008 to 2009	\$28,815		
◊Stock Clerks and Order Fillers		2,260	\$21,327
Allen County employs 52.4% of all those employed in NEI in this occupation.			
The range of MEAN wages by county in 2007 were:			
Minimum Mean: Wabash	\$20,409		
Highest mean: DeKalb	\$28,249		
11 county mean:	\$22,470		
<i>Estimating Current Allen County Salaries:</i>			
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$21,988		
and a 2.8 percent increase from 2008 to 2009	\$22,604		
Weighers, Measurers, Checkers, and Samplers, Recordkeeping		80	\$25,268
◊Executive Secretaries and Administrative Assistants		1,490	\$35,150
Allen County employs 53.6% of all those employed in NEI in this occupation.			
The range of MEAN wages by county in 2007 were:			
Minimum Mean: Adams	\$31,655		
Highest mean: LaGrange	\$38,905		
11 county mean:	\$34,825		
<i>Estimating Current Allen County Salaries:</i>			
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$36,240		
and a 2.8 percent increase from 2008 to 2009	\$37,254		
Legal Secretaries		210	\$36,997
Medical Secretaries		780	\$28,095
◊Secretaries, Except Legal, Medical, and Executive		2,560	\$27,699
Allen County employs 54.6% of all those employed in NEI in this occupation.			
The range of MEAN wages by county in 2007 were:			
Minimum Mean: DeKalb	\$21,554		
Highest mean: Whitley	\$28,651		
11 county mean:	\$26,502		
<i>Estimating Current Allen County Salaries:</i>			
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$28,558		
and a 2.8 percent increase from 2008 to 2009	\$29,357		
Computer Operators		210	\$33,596
Data Entry Keyers		780	\$30,283
Word Processors and Typists			\$31,515
Desktop Publishers			\$19,214
Insurance Claims and Policy Processing Clerks		740	\$29,012
Mail Clerks and Mail Machine Operators, Except Postal Service		220	\$25,126
◊Office Clerks, General		3,550	\$24,366
Allen County employs 61.4% of all those employed in NEI in this occupation.			
The range of MEAN wages by county in 2007 were:			
Minimum Mean: Wells	\$19,020		
Highest mean: Whitley	\$26,044		
11 county mean:	\$23,153		
<i>Estimating Current Allen County Salaries:</i>			
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$25,121		
and a 2.8 percent increase from 2008 to 2009	\$25,825		
Office Machine Operators, Except Computer		50	\$21,524
Statistical Assistants		10	\$36,209
Office and Administrative Support Workers, All Other		340	\$28,820

ALLEN COUNTY MEAN 2007 SALARY FOR CONSTRUCTION AND EXTRACTION OCCUPATIONS		
	# of positions in Allen County	2007 Mean Salary in Allen
Construction and Extraction Occupations	8,450	\$43,013
Allen County employs 59.0% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Wabash	\$29,711	
Highest mean: LaGrange	\$46,791	
11 county mean:	\$41,075	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$44,346	
and a 2.8 percent increase from 2008 to 2009	\$45,588	
Specific Construction & Extraction Occupations: (detailed data given for occupations if five or more NEI counties have disclosed data-these are designated with ◊; otherwise, just Allen County 2007 wage given)		
◊First-Line Supervisors/Managers of Construction Trades and Extraction Workers	670	\$55,190
Allen County employs 76.1% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Adams	\$47,492	
Highest mean: Grant	\$64,684	
11 county mean:	\$51,962	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$56,901	
and a 2.8 percent increase from 2008 to 2009	\$58,494	
Brickmasons and Blockmasons	130	\$43,011
Carpenters	1,140	\$42,357
Carpet Installers	110	\$35,875
Tile and Marble Setters		\$40,728
Cement Masons and Concrete Finishers	250	\$37,192
Construction Laborers	1,030	\$37,696
Paving, Surfacing, and Tamping Equipment Operators	60	\$38,131
◊Operating Engineers and Other Construction Equipment Operators	540	\$43,377
Allen County employs 72.0% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: DeKalb	\$31,104	
Highest mean: Adams	\$47,136	
11 county mean:	\$40,917	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$44,722	
and a 2.8 percent increase from 2008 to 2009	\$45,974	
Drywall and Ceiling Tile Installers		\$34,666
◊Electricians	1,040	\$52,735
Allen County employs 65.4% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Whitley	\$40,566	
Highest mean: Allen	\$52,735	
11 county mean:	\$49,221	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$54,370	
and a 2.8 percent increase from 2008 to 2009	\$55,892	
Glaziers	130	\$36,907
Painters, Construction and Maintenance	490	\$35,009
Plumbers, Pipefitters, and Steamfitters	1,010	\$51,617
Roofers	220	\$36,471
Sheet Metal Workers	420	\$41,698
Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	140	\$45,380
Helpers--Carpenters	30	\$23,584
Helpers--Electricians		\$24,906
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	110	\$26,023
Helpers, Construction Trades, All Other		\$23,382
Construction and Building Inspectors	60	\$43,120

Highway Maintenance Workers	220	\$32,462
Septic Tank Servicers and Sewer Pipe Cleaners	60	\$38,014

ALLEN COUNTY MEAN 2007 SALARY FOR INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS		
	# of positions in Allen County	2007 Mean Salary in Allen
Installation, Maintenance, and Repair Occupations		
Allen County employs 53.9% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Huntington	\$35,128	
Highest mean: LaGrange	\$40,105	
11 county mean:	\$38,496	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$40,218	
and a 2.8 percent increase from 2008 to 2009	\$41,344	
Specific Installation, Maintenance, Repair Occupations: (detailed data given for occupations if five or more NEI counties have disclosed data-these are designated with ◊; otherwise, just Allen County 2007 wage given)		
◊First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	790	\$53,891
Allen County employs 54.9% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Whitley	\$49,211	
Highest mean: Steuben	\$59,394	
11 county mean:	\$54,224	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$55,562	
and a 2.8 percent increase from 2008 to 2009	\$57,117	
Computer, Automated Teller, and Office Machine Repairers	150	\$42,606
Radio Mechanics	30	\$40,579
Telecommunications Equipment Installers and Repairers, Except Line Installers	170	\$41,685
Electric Motor, Power Tool, and Related Repairers	100	\$33,173
Electrical and Electronics Repairers, Commercial and Industrial Equipment		\$46,372
Electronic Equipment Installers and Repairers, Motor Vehicles	20	\$26,103
Electronic Home Entertainment Equipment Installers and Repairers		\$33,702
Aircraft Mechanics and Service Technicians		\$54,938
Automotive Body and Related Repairers	230	\$41,788
◊Automotive Service Technicians and Mechanics	1,090	\$38,180
Allen County employs 70.3% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Whitley	\$25,920	
Highest mean: Wabash	\$39,823	
11 county mean:	\$36,482	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$39,364	
and a 2.8 percent increase from 2008 to 2009	\$40,466	
◊Bus and Truck Mechanics and Diesel Engine Specialists	560	\$37,812
Allen County employs 71.8% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Huntington	\$29,632	
Highest mean: Allen	\$37,812	
11 county mean:	\$36,374	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$38,984	
and a 2.8 percent increase from 2008 to 2009	\$40,076	
Mobile Heavy Equipment Mechanics, Except Engines	140	\$40,418
Outdoor Power Equipment and Other Small Engine Mechanics		\$29,492
Bicycle Repairers		\$20,649
Tire Repairers and Changers	330	\$22,863
Control and Valve Installers and Repairers, Except Mechanical Door	40	\$53,370
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	390	\$41,139

Home Appliance Repairers	70	\$40,103
Industrial Machinery Mechanics	460	\$46,200
Allen County employs 47.4% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Wabash	\$37,259	
Highest mean: Allen	\$46,200	
11 county mean:	\$42,934	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$47,632	
and a 2.8 percent increase from 2008 to 2009	\$48,966	
Maintenance and Repair Workers, General	1,790	\$33,001
Allen County employs 44.1% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Steuben	\$31,736	
Highest mean: Wells	\$42,316	
11 county mean:	\$34,530	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$34,024	
and a 2.8 percent increase from 2008 to 2009	\$34,977	
Maintenance Workers, Machinery	90	\$42,592
Electrical Power-Line Installers and Repairers	40	\$41,179
Telecommunications Line Installers and Repairers	260	\$40,512
Medical Equipment Repairers		\$40,367
Watch Repairers		\$39,706
Coin, Vending, and Amusement Machine Servicers and Repairers	50	\$26,345
Helpers--Installation, Maintenance, and Repair Workers	210	\$24,865
Installation, Maintenance, and Repair Workers, All Other	80	\$32,824

ALLEN COUNTY MEAN 2007 SALARY FOR PRODUCTION OCCUPATIONS		
	# of positions in Allen County	2007 Mean Salary in Allen
Production Occupations	22,330	\$33,315
Allen County employs 36.2% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Huntington	\$29,129	
Highest mean: LaGrange	\$35,608	
11 county mean:	\$31,980	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$34,348	
and a 2.8 percent increase from 2008 to 2009	\$35,310	
Specific Production Occupations: (detailed data given for occupations if five or more NEI counties have disclosed data-these are designated with ◊; otherwise, just Allen County 2007 wage given)		
◊First-Line Supervisors/Managers of Production and Operating Workers	1,280	\$51,505
Allen County employs 34.5% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Wabash	\$39,029	
Highest mean: Grant	\$58,291	
11 county mean:	\$48,432	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$53,102	
and a 2.8 percent increase from 2008 to 2009	\$54,589	
◊Electrical and Electronic Equipment Assemblers	970	\$30,319
Allen County employs 68.8% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Grant	\$21,231	
Highest mean: Allen	\$30,319	
11 county mean:	\$27,644	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$31,259	

and a 2.8 percent increase from 2008 to 2009	\$32,134		
Electromechanical Equipment Assemblers			\$21,320
Engine and Other Machine Assemblers		40	\$33,154
ØStructural Metal Fabricators and Fitters		310	\$29,588
Allen County employs 51.7% of all those employed in NEI in this occupation.			
The range of MEAN wages by county in 2007 were:			
Minimum Mean: Allen	\$29,588		
Highest mean: Noble	\$32,883		
11 county mean:	\$31,096		
<i>Estimating Current Allen County Salaries:</i>			
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$30,505		
and a 2.8 percent increase from 2008 to 2009	\$31,359		
Fiberglass Laminators and Fabricators		210	\$24,951
ØTeam Assemblers		2,120	\$25,054
Allen County employs 20.2% of all those employed in NEI in this occupation.			
The range of MEAN wages by county in 2007 were:			
Minimum Mean: Grant	\$19,642		
Highest mean: LaGrange	\$38,994		
11 county mean:	\$29,113		
<i>Estimating Current Allen County Salaries:</i>			
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$25,831		
and a 2.8 percent increase from 2008 to 2009	\$26,554		
Bakers		100	\$23,695
Butchers and Meat Cutters		140	\$27,147
ØComputer-Controlled Machine Tool Operators, Metal and Plastic		590	\$30,151
Allen County employs 38.1% of all those employed in NEI in this occupation.			
The range of MEAN wages by county in 2007 were:			
Minimum Mean: Whitley	\$28,479		
Highest mean: Grant	\$41,108		
11 county mean:	\$30,306		
<i>Estimating Current Allen County Salaries:</i>			
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$31,086		
and a 2.8 percent increase from 2008 to 2009	\$31,956		
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic			\$34,887
ØCutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic		750	\$28,836
Allen County employs 38.7% of all those employed in NEI in this occupation.			
The range of MEAN wages by county in 2007 were:			
Minimum Mean: Wabash	\$24,046		
Highest mean: Steuben	\$30,177		
11 county mean:	\$27,515		
<i>Estimating Current Allen County Salaries:</i>			
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$29,730		
and a 2.8 percent increase from 2008 to 2009	\$30,562		
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic		170	\$35,368
ØGrinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Me		320	\$26,972
Allen County employs 42.1% of all those employed in NEI in this occupation.			
The range of MEAN wages by county in 2007 were:			
Minimum Mean: Steuben	\$23,659		
Highest mean: Whitley	\$32,557		
11 county mean:	\$28,628		
<i>Estimating Current Allen County Salaries:</i>			
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$27,808		
and a 2.8 percent increase from 2008 to 2009	\$28,587		
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic		280	\$32,313
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic		50	\$35,016
ØMachinists		1,020	\$33,566
Allen County employs 48.6% of all those employed in NEI in this occupation.			
The range of MEAN wages by county in 2007 were:			
Minimum Mean: Huntington	\$27,548		
Highest mean: Adams	\$36,746		

11 county mean:	\$33,005	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$34,607	
and a 2.8 percent increase from 2008 to 2009	\$35,576	
Metal-Refining Furnace Operators and Tenders		\$32,789
◊Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	230	\$29,414
Allen County employs 20.4% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Adams	\$26,402	
Highest mean: DeKalb	\$31,548	
11 county mean:	\$29,422	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$30,326	
and a 2.8 percent increase from 2008 to 2009	\$31,175	
◊Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	270	\$32,668
Allen County employs 31.8% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Noble	\$31,089	
Highest mean: Grant	\$40,258	
11 county mean:	\$31,531	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$33,681	
and a 2.8 percent increase from 2008 to 2009	\$34,624	
◊Tool and Die Makers	490	\$46,500
Allen County employs 40.2% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Huntington	\$41,323	
Highest mean: Allen	\$46,500	
11 county mean:	\$44,419	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$47,942	
and a 2.8 percent increase from 2008 to 2009	\$49,284	
◊Welders, Cutters, Solderers, and Brazers	690	\$31,423
Allen County employs 38.5% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Steuben	\$22,223	
Highest mean: Wells	\$39,202	
11 county mean:	\$30,977	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$32,397	
and a 2.8 percent increase from 2008 to 2009	\$33,304	
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders		\$31,567
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic		\$23,825
Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic		\$22,143
Bindery Workers	140	\$28,642
Prepress Technicians and Workers	60	\$34,072
◊Printing Machine Operators	230	\$33,652
Allen County employs 42.6% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Steuben	\$27,358	
Highest mean: Huntington	\$36,959	
11 county mean:	\$33,261	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$34,695	
and a 2.8 percent increase from 2008 to 2009	\$35,667	
Laundry and Dry-Cleaning Workers	270	\$19,496
Pressers, Textile, Garment, and Related Materials	90	\$19,604
Sewing Machine Operators	960	\$17,678
Tailors, Dressmakers, and Custom Sewers	40	\$23,580
Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	60	\$30,526

Upholsterers		\$25,911
Textile, Apparel, and Furnishings Workers, All Other		\$30,325
Cabinetmakers and Bench Carpenters	270	\$28,053
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	40	\$27,019
Stationary Engineers and Boiler Operators	50	\$47,840
Water and Liquid Waste Treatment Plant and System Operators	60	\$36,834
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	40	\$38,281
Grinding and Polishing Workers, Hand	120	\$24,918
Mixing and Blending Machine Setters, Operators, and Tenders	140	\$36,706
Cutters and Trimmers, Hand	20	\$23,929
Cutting and Slicing Machine Setters, Operators, and Tenders	190	\$31,738
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	20	\$40,997
Inspectors, Testers, Sorters, Samplers, and Weighers	960	\$29,857
Allen County employs 33.3% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Huntington	\$24,541	
Highest mean: LaGrange	\$35,576	
11 county mean:	\$29,265	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$30,783	
and a 2.8 percent increase from 2008 to 2009	\$31,644	
Jewelers and Precious Stone and Metal Workers		\$37,311
Dental Laboratory Technicians	150	\$34,768
Medical Appliance Technicians		\$43,640
Packaging and Filling Machine Operators and Tenders	190	\$26,758
Allen County employs 27.1% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Steuben	\$21,773	
Highest mean: Grant	\$31,092	
11 county mean:	\$28,240	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$27,587	
and a 2.8 percent increase from 2008 to 2009	\$28,360	
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	340	\$29,487
Allen County employs 45.3% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Huntington	\$27,155	
Highest mean: Steuben	\$40,745	
11 county mean:	\$32,640	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$30,401	
and a 2.8 percent increase from 2008 to 2009	\$31,252	
Painters, Transportation Equipment	80	\$44,105
Painting, Coating, and Decorating Workers	70	\$22,800
Photographic Process Workers		\$23,524
Cementing and Gluing Machine Operators and Tenders		\$24,270
Molders, Shapers, and Casters, Except Metal and Plastic	50	\$27,105
Paper Goods Machine Setters, Operators, and Tenders		\$31,492
Helpers--Production Workers	1,810	\$19,948
Allen County employs 60.3% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Allen	\$19,948	
Highest mean: Whitley	\$29,496	
11 county mean:	\$21,689	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$20,566	
and a 2.8 percent increase from 2008 to 2009	\$21,142	

ALLEN COUNTY MEAN 2007 SALARY FOR TRANSPORTATION AND MATERIAL MOVING OPERATIONS		
	# of positions in Allen County	2007 Mean Salary in Allen
Transportation and Material Moving Occupations	15,750	\$32,351
Allen County employs 51.0% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: LaGrange	\$25,905	
Highest mean: Allen	\$32,351	
11 county mean:	\$30,338	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$33,354	
and a 2.8 percent increase from 2008 to 2009	\$34,288	
Specific Transportation & Material Moving Occupations: (detailed data given for occupations if five or more NEI counties have disclosed data-these are designated with ◊; otherwise, just Allen County 2007 wage given)		
◊First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	280	\$39,842
Allen County employs 57.1% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Noble	\$37,480	
Highest mean: Adams	\$47,313	
11 county mean:	\$40,319	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$41,077	
and a 2.8 percent increase from 2008 to 2009	\$42,227	
◊First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle	350	\$48,311
Allen County employs 56.5% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: LaGrange	\$33,520	
Highest mean: Steuben	\$57,880	
11 county mean:	\$47,629	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$49,809	
and a 2.8 percent increase from 2008 to 2009	\$51,203	
Airline Pilots, Copilots, and Flight Engineers		\$136,295
Commercial Pilots		\$54,285
Bus Drivers, School	340	\$33,097
Driver/Sales Workers	780	\$18,157
◊Truck Drivers, Heavy and Tractor-Trailer	3,980	\$40,416
Allen County employs 62.9% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Grant	\$32,065	
Highest mean: Huntington	\$45,300	
11 county mean:	\$39,492	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$41,669	
and a 2.8 percent increase from 2008 to 2009	\$42,836	
◊Truck Drivers, Light or Delivery Services	1,470	\$32,494
Allen County employs 63.9% of all those employed in NEI in this occupation.		
The range of MEAN wages by county in 2007 were:		
Minimum Mean: Huntington	\$18,525	
Highest mean: DeKalb	\$38,858	
11 county mean:	\$30,857	
<i>Estimating Current Allen County Salaries:</i>		
Using the BLS estimated 3.1 percent increase from 2007 to 2008	\$33,501	
and a 2.8 percent increase from 2008 to 2009	\$34,439	
Taxi Drivers and Chauffeurs	130	\$18,849
Motor Vehicle Operators, All Other	450	\$13,815
Parking Lot Attendants	160	\$16,926
Service Station Attendants	140	\$17,446

Transportation Inspectors		20	\$49,736
Transportation Workers, All Other		30	\$24,199
Conveyor Operators and Tenders		70	\$34,291
Crane and Tower Operators			\$51,025
∅Industrial Truck and Tractor Operators		1,040	\$34,495
Allen County employs 39.8% of all those employed in NEI in this occupation.			
The range of MEAN wages by county in 2007 were:			
Minimum Mean: Steuben		\$25,387	
Highest mean: Allen		\$34,495	
11 county mean:		\$31,300	
<i>Estimating Current Allen County Salaries:</i>			
Using the BLS estimated 3.1 percent increase from 2007 to 2008		\$35,564	
and a 2.8 percent increase from 2008 to 2009		\$36,560	
Cleaners of Vehicles and Equipment		550	\$18,537
∅Laborers and Freight, Stock, and Material Movers, Hand		3,720	\$22,750
Allen County employs 60.3% of all those employed in NEI in this occupation.			
The range of MEAN wages by county in 2007 were:			
Minimum Mean: Wabash		\$21,669	
Highest mean: Adams		\$28,075	
11 county mean:		\$23,996	
<i>Estimating Current Allen County Salaries:</i>			
Using the BLS estimated 3.1 percent increase from 2007 to 2008		\$23,455	
and a 2.8 percent increase from 2008 to 2009		\$24,112	
∅Machine Feeders and Offbearers		50	\$28,095
Allen County employs 8.6% of all those employed in NEI in this occupation.			
The range of MEAN wages by county in 2007 were:			
Minimum Mean: Adams		\$18,765	
Highest mean: Allen		\$28,095	
11 county mean:		\$24,953	
<i>Estimating Current Allen County Salaries:</i>			
Using the BLS estimated 3.1 percent increase from 2007 to 2008		\$28,966	
and a 2.8 percent increase from 2008 to 2009		\$29,777	
∅Packers and Packers, Hand		1,390	\$20,189
Allen County employs 48.6% of all those employed in NEI in this occupation.			
The range of MEAN wages by county in 2007 were:			
Minimum Mean: Huntington		\$19,856	
Highest mean: DeKalb		\$27,878	
11 county mean:		\$21,564	
<i>Estimating Current Allen County Salaries:</i>			
Using the BLS estimated 3.1 percent increase from 2007 to 2008		\$20,815	
and a 2.8 percent increase from 2008 to 2009		\$21,398	
Tank Car, Truck, and Ship Loaders			\$45,663

APPENDIX A: ALLEN COUNTY 2008 FRINGE BENEFIT SURVEY BY SIZE OF COMPANY

INTRODUCTION

An accompanying report to the Allen County 2008 Fringe Benefit Survey is an analysis of fringe benefits based on the company size. Although there are many definitions by different sources which define the size of a company, we are using the definition suggested by the Small Business Development Center. A smaller company is one defined as having less than 100 employees², and we also choose to exclude those companies which had fewer than four employees. Fifty-five companies met these criteria. There were 42 responses from companies with more than 100 employees, and this amount was the minimally accepted amount by CRI for statistical significance³. There were three surveys in which the number of employees was not identified and those are also omitted from this review.

More information on the companies included in this report:

	Smaller Companies n=55	Larger Companies n=42
Average number of employees	38	462
Median number of employees	29	246
Range by number of employees (FTE)	5-99	104 - 3,914

Further information concerning this survey can be found in the report "Allen County 2008 Fringe Benefit Survey and Occupational Wage Report".

² Per Ken McCrory, Director of Small Business Development Center for Northeast Indiana

³ We calculate that 41 responses are needed at an 80 percent confidence level with a margin of error of + or- 10 percent.

VACATIONS, LEAVE, AND HOLIDAYS

Survey responses dealing with the various types of leave given to employees are summarized in Table A-1. Since many companies are now offering a bank of combined vacation and sick days which are commonly termed “paid time off” (PTO), we have identified a PTO response as an affirmative response for both vacation and to sick leave. For informational purposes, the responses to the options “vacation”, sick leave, and “paid time off” are listed in Table A-1a.

Table A-1

TYPE OF TIME OFF	Smaller Companies n=55	Larger Companies n=42
	PERCENTAGE ANSWERING “YES” TO TOTAL RESPONSES	PERCENTAGE ANSWERING “YES” TO TOTAL RESPONSES
Vacation or vacation as PTO	100.0%	100.0%
Paid Holidays	100.0%	97.6%
Paid Funeral leave	70.9%	90.5%
Paid Sick Leave or sick leave as PTO	69.1%	78.5%
Paid Jury Duty	50.9%	81.0%
Holiday premium pay	23.6%	47.6%
Time off as a witness	12.7%	31.0%
Pay in lieu of vacation or PTO	12.7%	14.3%
Unpaid Holidays	7.3%	2.4%

This was the first time that Paid Time Off was included in our survey, and the breakdown of those offering a separate or distinct vacation or sick leave policy and those offering PTO are shown in the table below.

Table A-1a

RESPONDING “YES” TO VACATION OR PTO?	Smaller Companies	Larger Companies
Paid Time Off? (combination vacation/sick days)	54.5%	45.2%
Vacation as a separate benefit	45.5%	54.8%
Sick Leave as a separate benefit	14.5%	33.3%

As could be expected, the number or days of PTO is often tied to the number of years of service, but there was a difference between the larger and smaller company responses. The median for larger companies was an amount in excess of 15 PTO days, and the median was in the 10-15 day range for smaller companies.

VACATION OR VACATION INCLUDED AS PART OF PTO

All of the companies identified as large or small stated they offer paid vacation days (note that in the overall report, there was a small percentage that did not offer vacation days. These responses were either from the companies which did not identify their number of employees, or from the companies which employed less than four people.) While we are including PTO as an affirmative response to vacation, we are not factoring in the number of days given per year since PTO also includes sick leave. PTO days are identified in more detail above.

Table A-2a
Vacation Days Paid by Smaller Employers

Vacation Days Paid for Years of Service	Range			
	Average	Median	Low	High
One Year of Service	6.6	5	0	12
Five Years of Service	12.6	12	10	18
Ten Years of Service	16.4	15	15	23

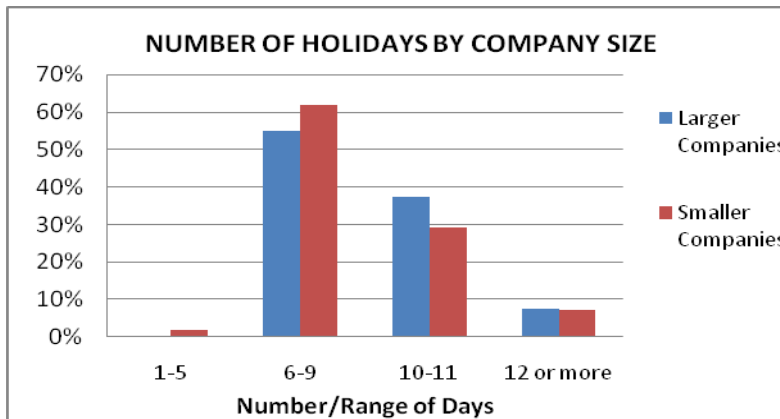
Table A-2b
Vacation Days Paid by Larger Employers

Vacation Days Paid for Years of Service	Range			
	Average	Median	Low	High
One Year of Service	8.1	10	5	15
Five Years of Service	13.6	15	10	21
Ten Years of Service	17.7	15	10	25

Some companies noted that the number of vacation days is often determined by years of service or whether the employee is hourly or salaried. Our survey did not differentiate among the different classifications of employees, and asked for the most common benefit.

PAID HOLIDAYS

The difference in the number of paid holidays between larger and smaller companies is summarized below.



Of those who reported number of paid holidays, the statistics are:

PAID HOLIDAYS		
	Smaller Companies	Larger Companies
Minimum # days	5	6
Maximum # days	13	13
Average # days	6.8	7.0
Median # days	7	8

PAID FUNERAL LEAVE

Most answers were qualified, that is, the number of days given was dependent on the relationship to the deceased, and there did not appear to be an annual cap on total funeral leave. For those offering paid funeral leave, the summary of responses is given below:

PAID FUNERAL LEAVE		
	Smaller Companies	Larger Companies
1, or 1-2, or 2 days	25.6%	2.8%
Up to 3 (excluding above)	69.2%	77.8%
Up to 5 (excluding above)	5.1%	19.4%

PAID SICK LEAVE OR SICK LEAVE INCLUDED IN PTO

In our opinion, if companies offer sick leave, they can do so in one of two ways: employees can use PTO days or they may have a separate bank of sick leave days. The number of days in PTO is discussed in association with Table 1-1a. Responses specific to paid sick leave only are as follows:

PAID SICK LEAVE		
	Smaller Companies	Larger Companies
Minimum # days	3	4
Maximum # days	10	13
Average # days	5.4	7.4
Median # days	5	6.5

INSURANCE, PENSION, AND OTHER BENEFITS

Employers were asked to indicate the types of insurance available for employees and their dependents. They were also asked whether the cost of insurance was paid by employees, company-paid, or shared by both company and employees. The responses are indicated both in Table A-3a-i and ii, and A-3b-i and ii. Note that not all companies reporting that insurance was available provided the source of funds for the premium costs.

EMPLOYEE INSURANCE SUMMARIES

Table A-3a-i: Employee Insurance & Coverage: SMALLER COMPANIES

Types of Insurance	% offering benefit	If insurance is available, premium payment is paid by:		
		Company Pays	Employee Pays	Shared
Health	98.2	24.5	0.0	75.5
Dental	72.7	15.0	37.5	47.5
Vision/eyewear	64.2	26.5	20.6	52.9
Life	90.9	74.0	10.0	16.0
Disability -- Short-Term	64.8	64.7	23.5	11.8
Disability -- Long-Term	69.2	74.3	17.1	8.6

Table A-3a-ii: Employee Insurance & Coverage: LARGER COMPANIES

Types of Insurance	% offering benefit	If insurance is available, premium payment is paid by:		
		Company Pays	Employee Pays	Shared
Health	97.6	4.9	0.0	95.1
Dental	95.2	2.5	17.5	80.0
Vision/eyewear	66.7	14.3	14.3	71.4
Life	95.2	72.5	10.0	17.5
Disability -- Short-Term	81.0	68.6	20.0	11.4
Disability -- Long-Term	85.7	70.3	16.2	13.5

DEPENDENT INSURANCE SUMMARIES

Table 1-3b-i: Dependent Insurance & Coverage: SMALLER COMPANIES

Types of Insurance	% offering benefit	If insurance is available, premium payment is paid by:		
		Company Pays	Employee Pays	Shared
Health	93.2	5.2%	20.8%	74.0%
Dental	77.7	1.3%	37.5%	61.3%
Vision/eyewear	60.2	4.8%	33.9%	61.3%
Life	46.6	19.1%	66.0%	14.9%
Disability -- Short-Term	15.5	18.8%	43.8%	37.5%
Disability -- Long-Term	12.6	23.1%	46.2%	30.8%

Table 1-3b-ii: Dependent Insurance & Coverage: LARGER COMPANIES

Types of Insurance	% offering benefit	If insurance is available, premium payment is paid by:		
		Company Pays	Employee Pays	Shared
Health	94.5	5.8%	30.8%	63.5%
Dental	69.1	0%	50.0%	50.0%
Vision/eyewear	60.0	0%	45.5%	54.5%
Life	34.5	26.3%	47.4%	26.3%
Disability -- Short-Term	20.0	27.3%	36.4%	36.4%
Disability -- Long-Term	20.0	27.3%	45.5%	27.3%

SEPARATE PRESCRIPTION DRUG PLAN

A new question in 2008 asked whether employers offered a separate prescription drug plan.

Table A-4

	Smaller Companies		Larger Companies	
Employee Coverage	25.9 percent of all small companies offer this option	the coverage expenses are paid by the company in 14.3% of the cases and 85.7% of the time are a shared expense between the company and the employee	47.6 percent of all large companies offer this option	the coverage expenses are paid by the company in 5 percent of the cases, by the employee in 5 percent of the cases, and 90 percent in a shared arrangement.
Dependents Coverage		the coverage expenses are paid by the company in 7.1 percent of the cases, by the employee in 21.4 percent of the cases, and 71.4 percent in a shared arrangement.		the coverage expenses are paid by the company in 5 percent of the cases, by the employee in 10 percent of the cases, and 85 percent in a shared arrangement.

PENSION/SAVINGS

The survey asked if a pension or retirement plan was offered by the company. We do not know the nature of the actual retirement plan from this survey. The fact that a 401k or a 403b or other vehicle is offered is supplementary information and it is also not known if the company contributes to these plans.

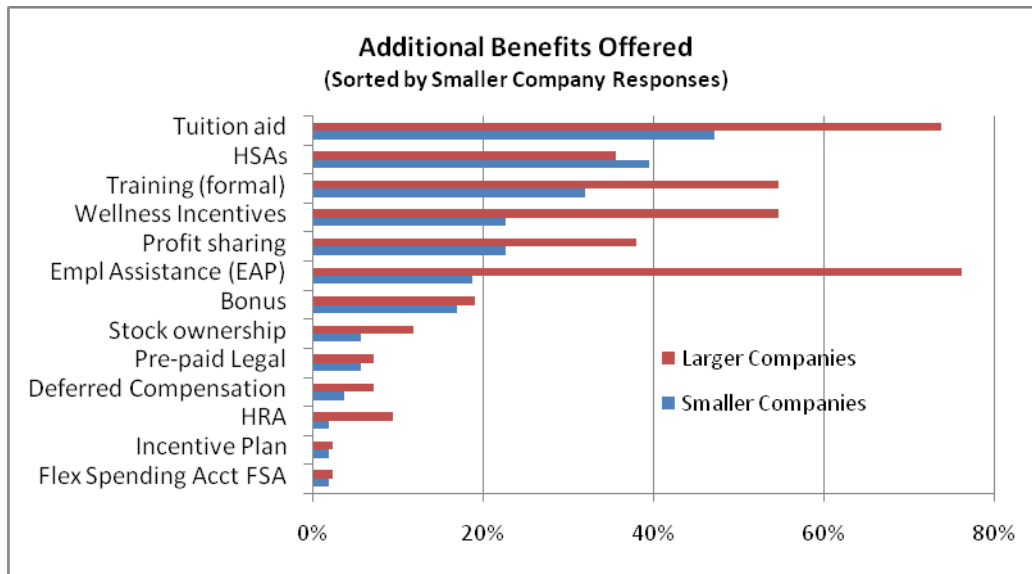
Tables A-5a and 5b

Types of Retirement Smaller Companies	
Some type of Retirement Plan	100%
Of those with a retirement plan:	
401k	89.8%
403b	0%
"simple IRA"	4.1%

Types of Retirement Larger Companies	
Some type of Retirement Plan	100%
Of those with a retirement plan:	
401k	83.3%
403b	9.5%
"simple IRA"	0%

OTHER EMPLOYEE BENEFITS

Some differences were seen in the additional benefits offered to employees by the size of the company, as is summarized in the chart below.

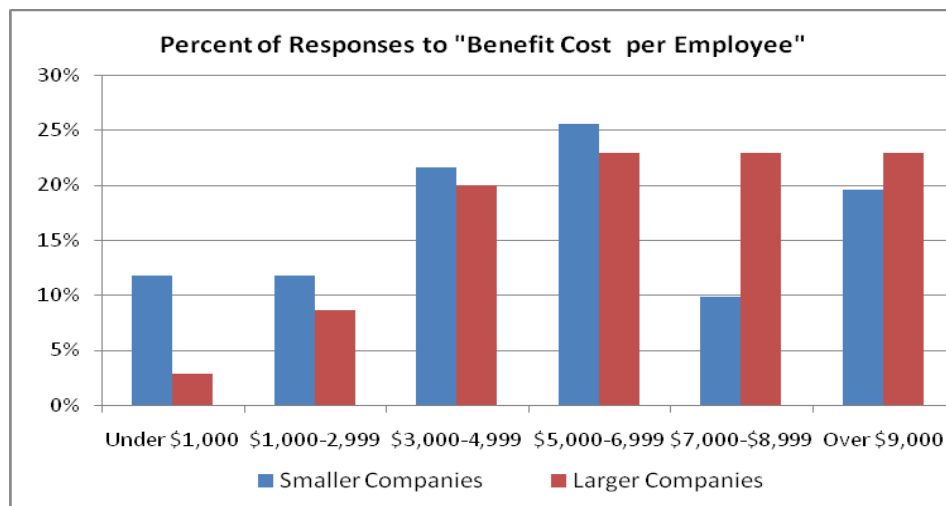


Note: HSA: Health Savings Account ; HRA:Health Reimbursement Accounts

Employers did identify other benefits, such as severance packages, commission, memberships to Sam's Clubs and Fitness Centers, supplemental insurance, and scholarship programs. Those offering such benefits represented less than 2 percent of all companies responding.

TOTAL BENEFIT COST

Employers were asked to estimate the dollar value per employee of employee benefit packages. As in shown in the table below, there is a difference by size of company as to the estimated cost of benefits per employee. The median range would have been the same for both populations-both medians were at \$5,000-\$6,999. Using the midpoint as an estimate to calculate the average, the average cost for smaller companies was \$5,490, and it was \$6,486 for larger companies.



When asked to estimate the value of the benefit package as a percent of wages, the following table summarizes the responses by company size:

Benefit Cost as a Percent of Wages?	Smaller Companies	Larger Companies
Maximum Percentage listed	49%	46%
Minimum Percentage listed	5%	9%
Average Response	18%	26.5%
Median Response	15%	29%

UNIONIZATION

Companies were asked in the 2008 survey if any of the employees in that company were members of a union. Of the smaller companies, 5.5 percent replied that at least part of their workforce was unionized. Of the larger companies, 21.4 percent replied that at least part of their workforce was unionized.

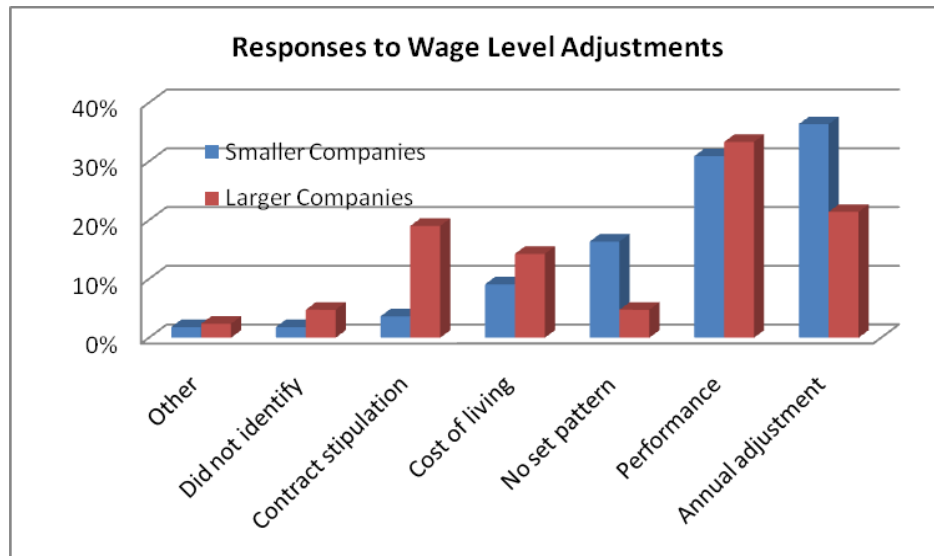
SEASONAL HIRING PATTERNS

Several employers indicated they have seasonal hiring patterns. These include summer, holidays, and student programs, which could include internships and/or coops.

	Smaller Companies	Larger Companies*
No season hiring	90.9%	45.3%
Seasonal hiring	9.1%	54.7%
Of those who hire seasonally, the predominant situations include:		
Summer (excluding student learning opportunities as listed below)	3.6%	28.6%
Holidays	0	9.5%
Student Internships and Co-ops	1.8%	28.6%
Other	3.6%	14.3%
*Some responses indicated more than one type of seasonal or special yearly hiring practices, and therefore the sum of situations does not equal the percentage of companies who engage in seasonal hiring. Note that retailers were not surveyed (there were wholesalers included in this survey).		

WAGE LEVEL ADJUSTMENTS

Ninety-eight percent of all employers, (98.2) of smaller companies and 95.2 percent of larger employers, reported that they provide some type of wage level adjustments, and all of the responses which were not in the affirmative (i.e. “yes, there are wage level adjustments”) were “skipped” responses, not necessarily negative responses. Many of those who stated that they have wage adjustments provide wage adjustments for multiple reasons, for example a cost of living increase *and* a merit increase. The types of wage level adjustments are detailed in the chart below.



OTHER PAY PROGRAMS

Many companies reported several types of premium pay for their employees. These are summarized below.

Other Pay Programs

Types of Pay and Bonuses	Smaller Companies	Larger Companies
Premium paid shift differential	27.3%	69.0%
Non-production bonuses	12.7%	19.0%
Premium pay for overtime	58.2%	71.4%
Graduated training wage program for new employees	7.3%	9.5%

Some employers indicated multiple programs.

RESPONSES TO OPEN-ENDED PERSONNEL QUESTIONS

Respondents were given an opportunity to provide suggestions, comments, or concerns about the area workforce. Responses to the three questions will be reviewed by Indiana WorkOne Northeast for appropriate consideration.

Question 1: In your opinion, are you anticipating any difficulty in locating personnel with qualified skills now or in the next two years?

RESPONSES FROM SMALLER COMPANIES: Question 1	RESPONSES FROM LARGER COMPANIES: Question 1
<p>Thirty-five answered "NO", and another two indicated "no difficulties" due to the economic situation. This represents 74 percent of all responses for smaller companies. Thirteen (13) responded "YES" (26 percent) and the comments are included below.</p>	<p>58.5 percent (24 responses) answered "NO", with another 9.8 percent either indicating "uncertain" or these were qualified responses due to the current economic situation and the fact that additional applicants were available now. Thirteen (13) responded "YES" (31.7 percent) and the comments are included below.</p>
<ul style="list-style-type: none"> • yes- always! • yes experienced software engineers • yes, mold & tool makers. Certified composite technicians, fiberglass part designers • Yes, we are currently experiencing difficulty hiring qualified diesel mechanic/technicians. • Yes, we historically have had difficulty locating experienced candidates with insurance backgrounds, unless they have had specialized insurance training 	<ul style="list-style-type: none"> • Yes, especially in the more technical specialty fields • yes both for call center and retail sales • yes. I am concerned that "Workkeys" will no longer be available as an assessment tool. • Good, skilled welders with good work habits are traditionally difficult to find. • For specific positions- yes- difficult to find degreed and licensed therapists. • no- entry level, yes- mid & higher levels (CRI note- interpreted as a "yes" response) • no, except for physicians (CRI note- interpreted as a "yes" response) • RNs, physical therapists, pharmacists • The niche nature of our business makes it difficult to find candidates in the area who possess the skills/experience for our sewing and fashion positions.

Question 2: If so, what specific training needs would you suggest for your workforce or for your applicants?

RESPONSES FROM SMALLER COMPANIES: Question 2	RESPONSES FROM LARGER COMPANIES: Question 2
<ul style="list-style-type: none"> • none, in-house training • Procurement/Financial analyses, computer programming (US citizens) • Qualified diesel technicians • We are working with Ivy Tech to train welders. • 4yr computer science, EE, CE degrees • Accounting degree with 150 credit hours • Advanced mathematics, physics, engineering & s/w development • BS in information engineering • Certified coders for billing physician services • Computer & engineering • Effective communication skills • Lack of schools offering these insurance related courses • Lean manufacturing • Machining; CNC machining • Math, logical thinking process, character/work ethic 	<ul style="list-style-type: none"> • Basic blueprint, math, and computer skills are needed at every level of our company. • Basic Math skills and basic work ethics • Basic math/shop math, blueprint reading/geometric & tolerance, basic PC skills, team oriented skills • customer service training • diversity, workers, TPM • high school diploma <u>not</u> GED • higher education, capability of passing pre-employment tests • Hourly Staff: basic job expectations such as attendance, following direction, taking accountability / Management/ Professional: financial analysis and the impact on their departments and the organization as a whole • Skills we need are- mechanical, computer, PLC, good communication skills and good work ethic. • Technical skills in maintenance and quality

Question 3: If applicable to your company, what would you say are the major factors contributing to this skill shortage (which could include such factors as turnover, retirement, etc.)?

RESPONSES FROM SMALLER COMPANIES: Question 3	RESPONSES FROM LARGER COMPANIES: Question 3
<ul style="list-style-type: none"> • fewer people willing to accept accountability for their attention to detail in a high-liability environment • lack of experienced people in the local area • lack of focus pushing US students into tough IT training programs • lack of skill knowledge in area • Less students entering into technical fields; lack of understanding at high school level of opportunities available in this field • People not changing jobs at the present because of the economy, moving, specific skill sets. • retirement; Warsaw • The skills are specific to the industry and not taught at collegiate survey or advanced level- which is amazing because you are in one of two major composite industry centers in US. • turnover/lack of work ethic • 1. turnover churning within the industry / 2. retirement/aging of the workforce 	<ul style="list-style-type: none"> • Retirement • commissioned sales reps turnover high • Hard to find qualified people to work for a not-for-profit, as wages are lower. • Hourly direct care providers: They will move from job to job for .10 -.15 per hour. There doesn't seem to be an understanding of the benefits of long term employment such as retirement and career advancement. / / Professional and Management: general leadership skills. • job specific industry • sales aptitude in the banking industry • The possibility of the Baby-boomer generation leaving a large gap and level of skill sets to fill. This could be delayed however, with the current economic downturn. • We do not believe schools encourage bright young people to learn skilled trades.

APPENDIX B: 2008 FRINGE BENEFIT SURVEY

(NOTE: FORMAT CHANGES FOR THIS APPENDIX)

2008 Employee Benefit Survey

VACATION/SICK LEAVE/HOLIDAYS/TIME OFF

(Please check (✓) the following holidays and circle the time off offered by your company.)

- Paid Holidays Number of **paid holidays** per year 1 2 3 4 5 6 7 8 9 10 12 or more
- Unpaid Holidays Number of **unpaid holidays** per year 1 2 3 4 5 or more
- Paid Time Off (Combination vacation/sick days) How many **PTO days** per year? 1-5 6-10 11 12 13 14
15 16 17 18 19 20 21 22 23 24 25 or more

IF yes, skip to (part b)

- Vacation Number days for: 1 Year of service _____ 5 years _____ 10 years _____
- Paid sick leave Number of sick leave days per year _____

(part b)

- Pay in lieu of vacation or PTO
- Holiday premium pay If yes, Double time Double time and ½ Other
- Paid jury duty Time off as witness
- Paid funeral leave Number of paid funeral days _____

INSURANCE *(Please (✓) if these types of insurance are available, whether company or employee pays, and if dependent coverage is available.)*

No	Yes	if yes →	EMPLOYEE			DEPENDENT		
			COMPANY PAYS	Employee Pays	Shared	COMPANY PAYS	Employee Pays	Shared

- | | | | | | | | | | |
|-------------------------|--------------------------|--------------------------|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Health insurance plan | <input type="checkbox"/> | <input type="checkbox"/> | → | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Dental insurance | <input type="checkbox"/> | <input type="checkbox"/> | → | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Vision/eyewear plan | <input type="checkbox"/> | <input type="checkbox"/> | → | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Life Insurance | <input type="checkbox"/> | <input type="checkbox"/> | → | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Disability – Short-Term | <input type="checkbox"/> | <input type="checkbox"/> | → | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Disability – Long-Term | <input type="checkbox"/> | <input type="checkbox"/> | → | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Does your company have a separate prescription plan? If no skip to the next page yes no

Who is covered by the prescription plan and who pays for coverage?

Company Pays	Employee Pays	Shared	Not Covered
--------------	---------------	--------	-------------

- | | | | | |
|-----------|--------------------------|--------------------------|--------------------------|--------------------------|
| Employee | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Dependent | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

2008 Employee Benefit Survey

Please check (✓) if the following are offered by your company

- | | | |
|---|--|--|
| <input type="checkbox"/> Pension/retirement plan | <input type="checkbox"/> Profit sharing plan | <input type="checkbox"/> 401 K |
| <input type="checkbox"/> In-house training (formal) | <input type="checkbox"/> Employee stock ownership plan | <input type="checkbox"/> Tuition aid |
| <input type="checkbox"/> Employee Assistance Program | <input type="checkbox"/> Pre-paid Legal Services | <input type="checkbox"/> Wellness Incentives |
| <input type="checkbox"/> HSAs | <input type="checkbox"/> HRAs | |
| <input type="checkbox"/> Other (Please specify, example: deferred compensation, bonus, etc) | | |
-

BENEFIT COST Your estimate of the average dollar value per employee of your company's benefit package?

- | | | |
|--|--|--|
| <input type="checkbox"/> Under \$1,000 | <input type="checkbox"/> \$3,000 - \$4,999 | <input type="checkbox"/> \$7,000 - \$8,999 |
| <input type="checkbox"/> \$1,000 - \$2,999 | <input type="checkbox"/> \$5,000 - \$6,999 | <input type="checkbox"/> Over \$9,000 |

What would you estimate the value as a percent of wages? _____% of Wages (excluding social security & mandatory taxes)

Is your company unionized? yes no If yes, please give union name (s) and Union Local

Does your company have any seasonal hiring practices? yes no

If yes, what types?

Summer Holidays Student Programs

Other (please specify) _____

At what level does your company provide wage level adjustments? i.e. reviews, contract negotiations,

_____ No set pattern _____ Cost of living _____ Annual adjustments

_____ Contract stipulation _____ Performance _____ Other (specify)

Do you have any of the following?

Premium paid shift differential Non-production bonuses

Premium pay for overtime Graduated training wage programs for new employees

In your opinion, are you anticipating any difficulty in locating personnel with qualified skills now or in the next two years?

If so, what specific training needs would you suggest for your workforce or for your applicants?

If applicable to your company, what would you say are the major factors contributing to this skill shortage (which could include such factors as turnover, retirement, etc.)?

2008 Employee Benefit Survey

«Company_Name»:

Full-time Employees: _____

Part-time Employees expressed in F.T.E.: _____

NAICS Classification (to four digits): _____

If you are unsure of your NAICS Classification please describe your major business.

Count of employees is done by Full-Time Equivalent (FTE). This method can account for part-time and seasonal employees on a more consistent basis. (For example, two employees who both work 20 hrs per week would be reported as 1 FTE; 100 seasonal or interns working full time, 3 months in the year would equate to 25 FTE. For more part-time conversions, please call CRI at 481-6809 or refer to the CRI website, www.ipfw.edu/cri.)

Preferred Company Contact with title: _____