

**2010 NORTHEAST INDIANA
FRINGE BENEFIT SURVEY
AND OCCUPATIONAL WAGE DATA**

Central Counties Summary

**Survey Prepared for and Sponsored by
WorkOne Northeast**

**In Cooperation with the
Northeast Indiana Regional Partnership**

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



Table of Contents

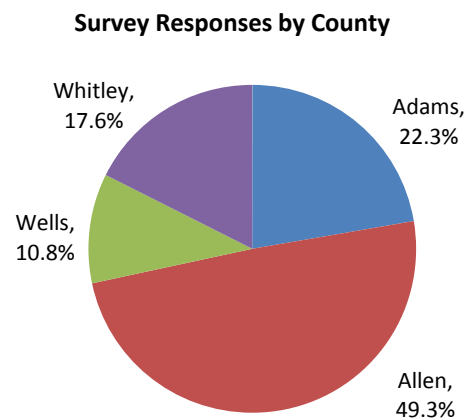
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|--------------------------------------------------------------------------|----|
| CENTRAL COUNTIES SUMMARY: ADAMS, ALLEN, WELLS, AND WHITLEY COUNTIES..... | 1 |
| FRINGE BENEFITS REGIONALLY | 2 |
| VACATION AND LEAVE | 2 |
| Paid Leaves..... | 2 |
| Paid Time Off (PTO)..... | 2 |
| Leave in “non PTO Companies” | 3 |
| Vacation | 3 |
| Sick Leave | 3 |
| Other Paid Leaves | 4 |
| Part-Time Employees and Paid Leaves | 4 |
| HEALTH, MEDICAL, AND OTHER INSURANCE..... | 5 |
| Dependent Coverage | 6 |
| Prescription Plans | 6 |
| Insurance Benefits to Part-Time or Retired Employees..... | 7 |
| RETIREMENT BENEFITS | 7 |
| Retirement Benefits by Classification | 7 |
| Retirement Plan Benefits and Part-Time Employees..... | 8 |
| OTHER BENEFITS | 8 |
| BENEFIT COST..... | 10 |
| GENERAL QUESTIONS ON SURVEY..... | 11 |
| Raises | 11 |
| Union or Labor Agreements..... | 11 |
| Shutdowns during Past Year | 11 |
| OPEN ENDED QUESTION SUMMARY | 12 |
| Critical Job-Specific Skills | 12 |
| Software/Technology Skills..... | 12 |
| Difficult to Fill Positions | 12 |
| Skills, Degrees, Certifications | 12 |
| Hiring in 2010..... | 13 |
| OCCUPATIONAL SALARY AND WAGES | 14 |
| APPENDICES | 25 |
| APPENDIX A. Commuting Patterns of the Region..... | 25 |
| APPENDIX B. Survey Instrument | 27 |
| APPENDIX C. Map of EGR3..... | 34 |

INTRODUCTION AND METHODOLOGY TO THE 2010 NORTHEAST INDIANA FRINGE BENEFIT SURVEY:

CENTRAL COUNTIES SUMMARY: ADAMS, ALLEN, WELLS, AND WHITLEY COUNTIES

In early 2010, a fringe benefit survey was conducted by the Community Research Institute on behalf of WorkOne Northeast. The eleven counties in northeast Indiana¹ were surveyed. Please reference that master report for survey methodology, as well as for background information on the business economy of the area. This is a break-out report from that survey that reviews responses from companies in the central areas of the region –Adams, Allen, Wells, and Whitley counties. In addition to substantial commuting within the 11 northeast Indiana (NEI counties), within these four counties the commuting patterns are even more pronounced. The most current information on commuting is included in Appendix A.

Within the central counties, there was a response rate of 27.6 percent, practically the same as the overall survey response rate of 27.5 percent. Within the central counties, response rate ranged from 48.5 percent in Adams County to 21 percent in Allen County. The number of surveys sent was largely based on the number of businesses in each county, and within this group, Adams received 13 percent, Allen 65 percent, Wells 11 percent, and Whitley 11 percent. The chart at the right represents the proportion of responses from each county used in this analysis. Note: companies with multiple locations are only recorded once in the following summary.



A sincere thank you is offered to all the employers whom devoted time and effort toward the completion of the survey. An additional thank you is extended to the local economic development officials for their invaluable assistance and to those individuals who assisted in the creation of the survey.

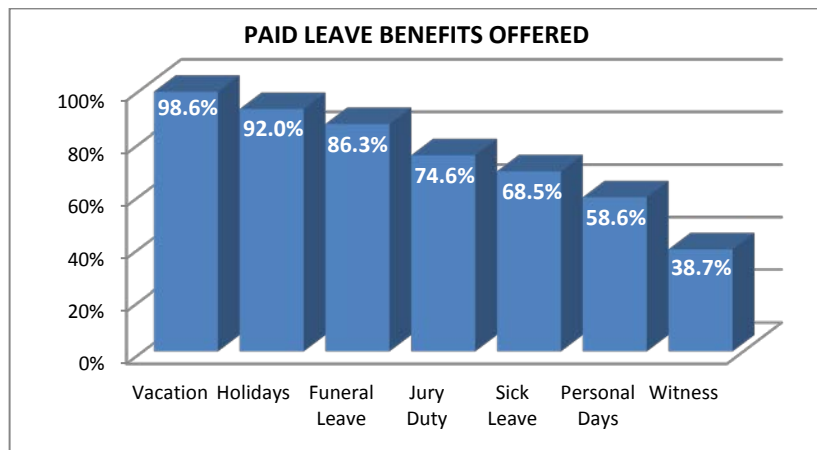
¹ The 11 counties of northeast Indiana include Adams, Allen, DeKalb, Grant, Huntington, LaGrange, Noble, Steuben, Wabash, Wells, and Whitley.

FRINGE BENEFITS REGIONALLY

VACATION AND LEAVE

Vacation and Sick Leave can be offered separately, or as part of a leave package known as “PAID TIME OFF”. There does not appear to be an exact definition of PTO since in some companies, all paid leave is part of PTO, while other companies offer additional days off for other leaves, such as holidays or jury duty. For the purposes of this report, if PTO is offered, then vacation, sick leave, and personal days are included in our statistics. Companies were surveyed if they offered additional leave policies, and those responses were used in the other leave statistics. The percent of employers offering PTO in lieu of separate benefits was 28.8 percent of all respondents. The data below reflect responses combined from the “PTO” and “non-PTO” companies to give an overall perspective. More detail on PTOs, companies offering traditional leave policies, and on differences in salary classification follow.

The chart to the right represents TOTAL RESPONSES from both PTO and Traditional Leave Programs. This is the percent of responses which offered Paid Leave to at least one classification (exempt or non-exempt). Note: Our calculation assumes that if PTO was offered, vacation, sick leave, and personal days are offered. Other leaves (funeral, jury, witness, holiday) are calculated as offered if companies indicated the leave is offered in addition to PTO. See next section.



Paid Leaves

Paid Time Off (PTO)

- 28.8 percent of companies offer PTO. *In these companies offering PTO:*
 - 97.6 percent of exempt employees in these companies receive PTO
 - 100 percent of non-exempt employees in these companies receive PTO
 - 78.6 percent of all PTO companies responded that they offered the same paid time off policy to both exempt and non-exempt staff.
- Number of days of PTO based on length of service and classification

| EXEMPT | | | NON-EXEMPT | | |
|--------|---------|------|------------|---------|------|
| Years: | Average | Mode | Years: | Average | Mode |
| 1 | 10.1 | 5 | 1 | 9.8 | 5 |
| 5 | 15.3 | 15 | 5 | 15.3 | 15 |
| 10 | 18.4 | 20 | 10 | 18.6 | 15 |
| 20 | 20.9 | 20 | 20 | 21.2 | 20 |

- Leave in addition to PTO
 - Some companies assign all leave to PTO; others allot additional days for other leave. The percent of “PTO companies” offering additional leave for these types of leave are indicated below (note: the percentage was almost identical for exempt and non-exempt classifications).
 - Holidays 77.5%
 - Funeral Leave 72.5%
 - Jury Duty 75.0%
 - Witness in Court 58.6%

Leave in “non PTO Companies”

Vacation

- 98.1 percent offered a vacation policy (of those not offering PTO). In all companies:
 - 97.1 percent of exempt employees in these companies are eligible for vacation, although a small percentage had a waiting period of longer than 1 year.
 - 96.2 percent of non-exempt employees in these companies are eligible for vacation, although a small percentage had a waiting period of longer than 1 year.
- Almost 71 percent of companies responded that exempt and non-exempt have the same vacation policy.
- Number of days of vacation days based on length of service and classification:

| EXEMPT | | | NON-EXEMPT | | |
|--------|---------|------|------------|---------|------|
| Years: | Average | Mode | Years: | Average | Mode |
| 1 | 8.0 | 10 | 1 | 6.7 | 5 |
| 5 | 12.5 | 15 | 5 | 11.5 | 10 |
| 10 | 15.7 | 15 | 10 | 15.0 | 15 |
| 20 | 18.9 | 20 | 20 | 18.5 | 20 |

Sick Leave

- 55.8 Percent of companies with separate leave policies (i.e. non PTO) offer sick leave. In all companies surveyed:
 - 52.9 percent of exempt employees in these companies are eligible for sick leave.
 - 48.1 percent of non-exempt employees in these companies are eligible for sick leave.
- Of the companies offering a sick leave policy, almost 64 percent of companies responded that exempt and non-exempt have the same sick leave policy.
- Number of days of sick leave days based on length of service and classification:

| EXEMPT | | | NON-EXEMPT | | |
|--------|---------|------|------------|---------|------|
| Years: | Average | Mode | Years: | Average | Mode |
| 1 | 11.3 | 10 | 1 | 7.0 | 5 |
| 5 | 16.5 | 5 | 5 | 8.1 | 10 |
| 10 | 18.9 | 10 | 10 | 9.4 | 10 |
| 20 | 22.8 | 10 | 20 | 9.5 | 10 |

(Note: “0” was only included when the company offered sick leave to another classification or at another range of service years; That is, if a company simply did not offer sick leave, it was not included in these statistics.)

- Additional Sick Leave Policy Observations:
 - In the subset of companies which offered separate sick leave benefits for exempt and non-exempt, there were several (approximately 20 percent in this subset) which indicated “no limit” or “as needed” number of days available for exempt staff only. There were no comparable responses for non-exempt classifications. Once again, this may be related to a disability policy.
 - Additionally, wide ranges in sick leave days were observed for both exempt and non-exempt classifications. For example, the range with 20 years of service in the exempt classification was 0 days to 132 days of paid sick leave.

Other Paid Leaves

- 96 percent of the non-PTO companies offered at least one other type of Other Paid Leave, and the most common leave was Paid Holidays. The breakdown by classification is shown in the table below.
- 82 percent of companies responded that exempt and non-exempt have the same other leave policies.
- Number of days of other leave days by classification:

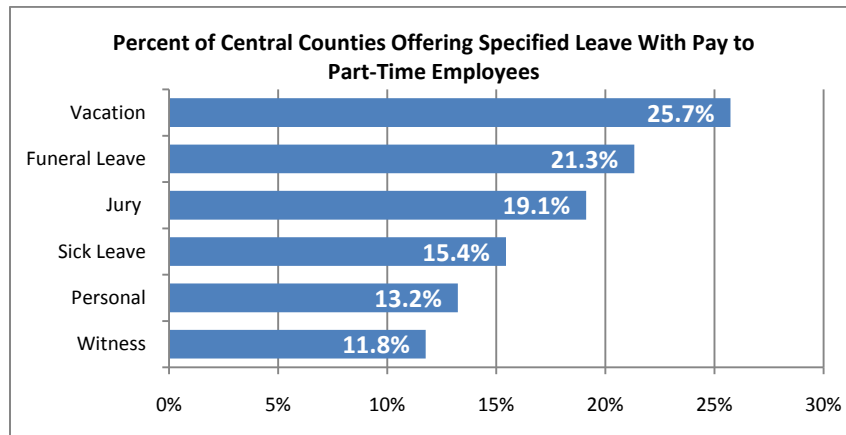
| EXEMPT | | | | NON-EXEMPT | | | |
|---------------|-----------------------|------------------|---------------|---------------|-----------------------|------------------|---------------|
| Type: | Percent of Companies: | Average: in Days | Mode: in Days | Type: | Percent of Companies: | Average: in Days | Mode: in Days |
| Paid Holidays | 96.0% | 8.8 | 10 | Paid Holidays | 96.0% | 8.7 | 10 |
| Funeral Leave | 90.1% | 3.1 | 3 | Funeral Leave | 89.0% | 3.1 | 3 |
| Jury Duty* | 73.0% | 5.7 | 5 | Jury Duty* | 71.0% | 5.3 | 5 |
| Witness Leave | 32.0% | 5.7 | 5 | Witness Leave | 24.7% | 4.8 | 0 |
| Personal Days | 40.0% | 3.5 | 3 | Personal Days | 39.0% | 3.3 | 3 |

* There were no limits to Jury Leave in approximately 8 percent of both exempt and non-exempt classifications in companies offering this leave.

Note: There is an assumption in these calculations. Companies which indicated that they offered no vacation days also left responses to these leave questions blank. The assumption is that these companies also do not offer any other paid leave.

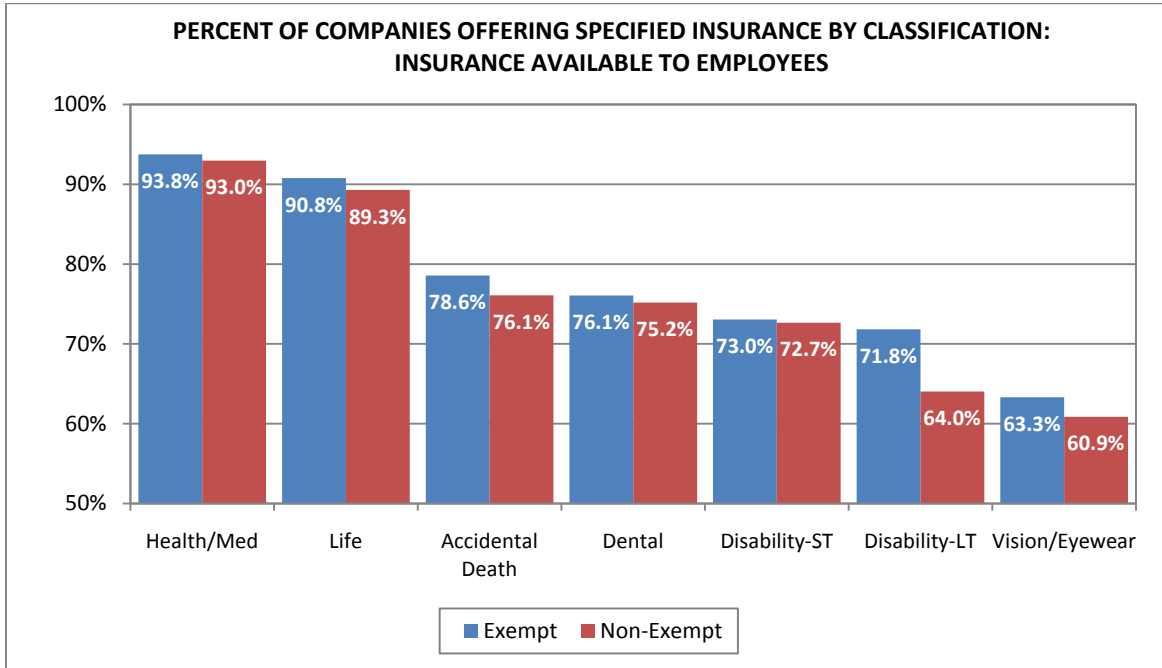
Part-Time Employees and Paid Leaves

- 33.1 percent of companies offered at least one type of Paid Leave to part-time employees. This includes holidays, sick leave, funeral leave, jury duty, personal days.



HEALTH, MEDICAL, AND OTHER INSURANCE

Almost 87 percent of the respondents indicated that non-exempt and exempt were offered the same insurance plans. Most of the differences in insurance offerings between the classifications are very small, with one of the few differences between exempt and non-exempt insurance was that long-term disability was available less often to non-exempt personnel.



WHO PAYS FOR COST OF EMPLOYEE INSURANCE?

| Type | Company Pays | Employee Pays | Shared Expense Between Company and Employee |
|----------------------------------|--------------|---------------|---------------------------------------------|
| Health | 18.1% | 0% | 81.9% |
| Life | 65.2% | 6.8% | 28.0% |
| Accidental Death & Dismemberment | 61.1% | 16.8% | 22.1% |
| Dental | 11.6% | 24.1% | 64.3% |
| Disability-Short Term | 62.0% | 20.0% | 18.0% |
| Vision/Eyewear | 17.9% | 28.4% | 53.7% |
| Disability-Long Term | 56.9% | 22.0% | 21.1% |

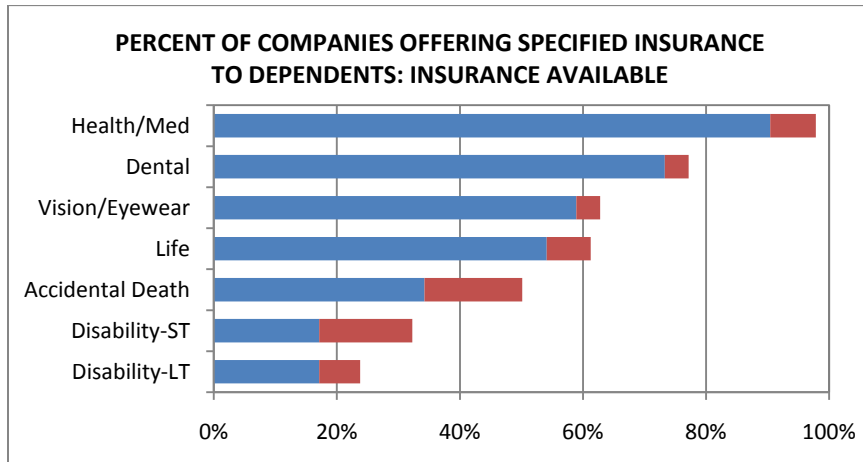
RESPONSES FROM COMPANIES OFFERING MEDICAL(HEALTH) BENEFITS:

| | NO | YES | NOT KNOWN |
|----------------------------------------------------------------------------------------------------------------------------|-------|-------|-----------|
| Does your company's medical insurance cover pre-existing conditions? | 17.8% | 57.4% | 24.8% |
| Do you offer a choice in provider, such as a Preferred Provider Organization (PPO) or Health Maintenance Organization, etc | 57.8% | 35.2% | 7.0% |
| Does your company offer Health Savings Accounts? | 56.3% | 43.8% | 0.0% |

Note: Respondents were given an opportunity to specifically indicate if the responses to these particular questions were unknown to them.

Dependent Coverage

Some respondents did not complete certain sections of the dependent health questions. Rather than assume the non-response had a specific intent, a range is shown. For example, between 90.4 to 97.1 percent of the companies surveyed have a health insurance plan available to dependents.



| Insurance | Range |
|------------------|------------|
| Health/Med | 90.4-97.1% |
| Dental | 73.3-88.4% |
| Vision/Eyewear | 58.9-74.8% |
| Life | 54.1-61.2% |
| Accidental Death | 34.2-41.7% |
| Disability-ST | 17.1-21.0% |
| Disability-LT | 17.1-21.0% |

WHO PAYS FOR DEPENDENT COST OF INSURANCE?

| Type of insurance | Company Pays | Employee Pays | Shared Expense between Company and Employee |
|----------------------------------|--------------|---------------|---------------------------------------------|
| Health | 7.6% | 20.4% | 72.0% |
| Dental | 7.5% | 33.6% | 58.9% |
| Vision/Eyewear | 8.1% | 37.2% | 54.7% |
| Life | 13.9% | 64.6% | 21.5% |
| Accidental Death & Dismemberment | 20.0% | 64.0% | 16.0% |
| Disability-Short-term | 32.0% | 48.0% | 20.0% |
| Disability-Long-term | 24.0% | 56.0% | 20.0% |

Prescription Plans

- 80.1 percent of companies indicated that they offered a separate prescription plan or one that is part of an insurance program.
 - 17.1 percent responded that no prescription plan was available.
 - 2.7 percent did not respond.
 - 5.2 percent of those offering a plan to employees did not have plan for dependents
- Of those responding, the following indicate payment responsibility:

PRESCRIPTION PLAN PAYMENT:

| | Employee Plan Only | Dependent Plan Only |
|----------|--------------------|---------------------|
| Company | 11.2% | 5.5% |
| Employee | 0.9% | 16.5% |
| Shared | 87.9% | 78.0% |

Insurance Benefits to Part-Time or Retired Employees

- 11.8 percent of companies indicated that they offered some type of insurance plan(s) to part-time employees.
- 17.7 percent of companies indicated that they offered some type of insurance plan(s) to retired employees.

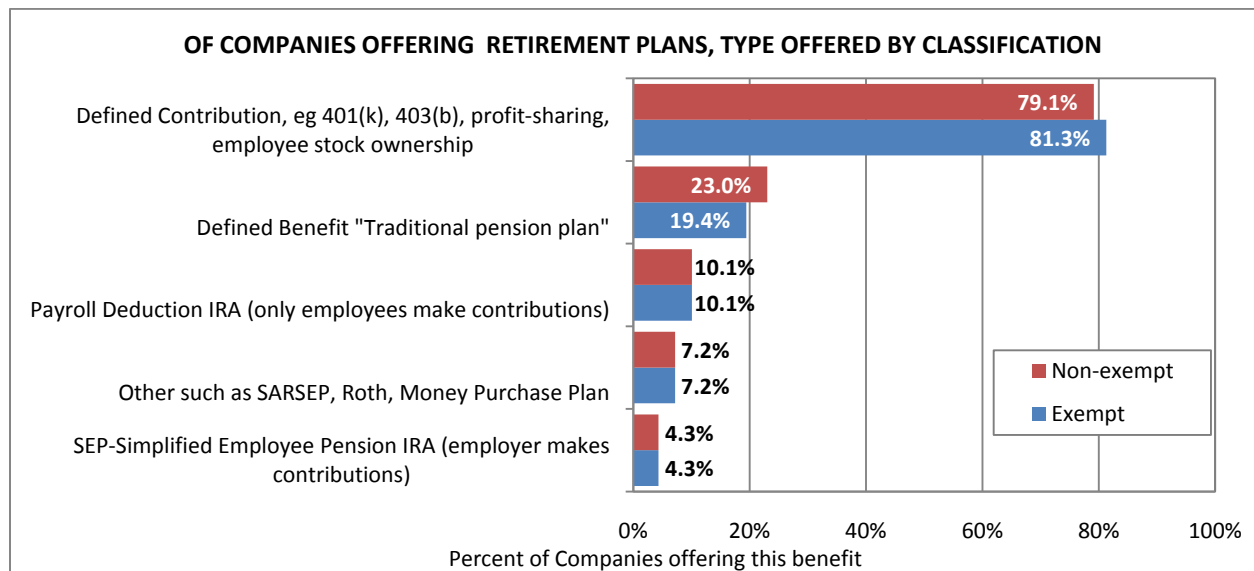
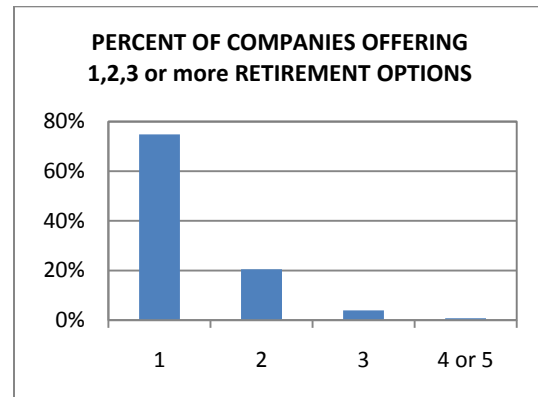
| Insurance Benefits Offered To: (Percent of Companies Indicating that they offered the Identified Insurance) | Part-Time | Retired |
|-------------------------------------------------------------------------------------------------------------|-----------|---------|
| Health | 11.1% | 17.7% |
| Dental | 11.1% | 12.8% |
| Vision/Eyewear | 9.7% | 6.4% |
| Life | 8.3% | 4.3% |
| Disability-Short-term | 7.6% | na |
| Disability-Long-term | 7.6% | 0.7% |
| Accidental Death & Dismemberment | 8.3% | 0.7% |

| Who pays for plans/premiums? | Part-Time | Retired |
|------------------------------|-----------|---------|
| Shared | 82.4% | 40.0 % |
| Employee | 11.8 % | 60.0 % |
| Company | 5.9% | 0% |

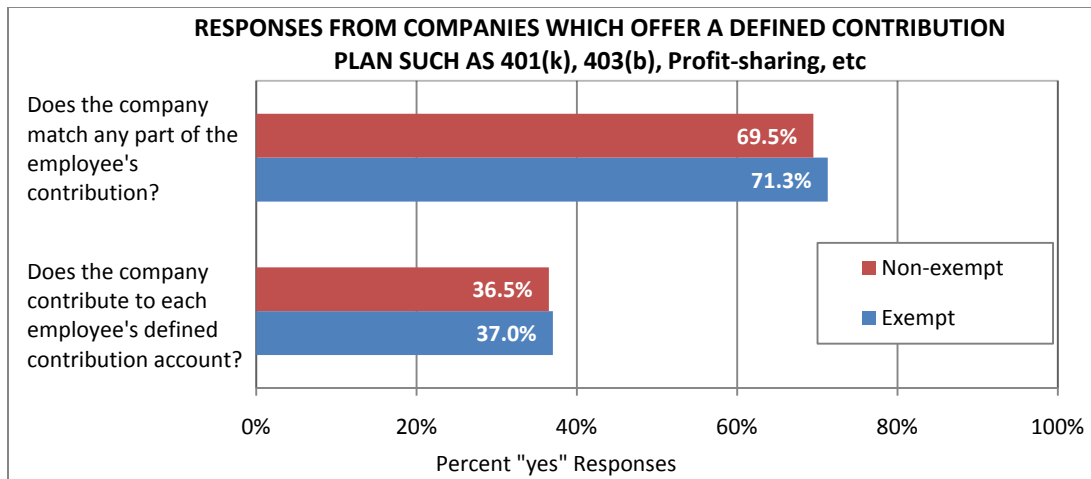
RETIREMENT BENEFITS

Retirement Benefits by Classification

- Approximately 91.4 percent of all companies offered some type of retirement plan.
- 86.5 percent responded that the same retirement options were offered to both classifications. This is shown in the chart below.
- Of those offering plans, 25 percent of all companies offered multiple retirement plans. The percentage offering multiple plans is shown on the right. For example, of those offering a defined benefit plan, only 22 percent offered this as their only retirement plan. Given this, the summary of the retirement plans offered in the chart below will total more than 100 percent.

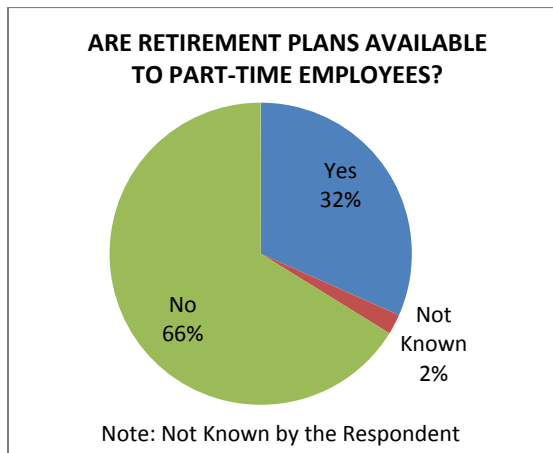


If a defined contribution plan was offered, questions concerning employer contribution were asked, and responses are summarized below.



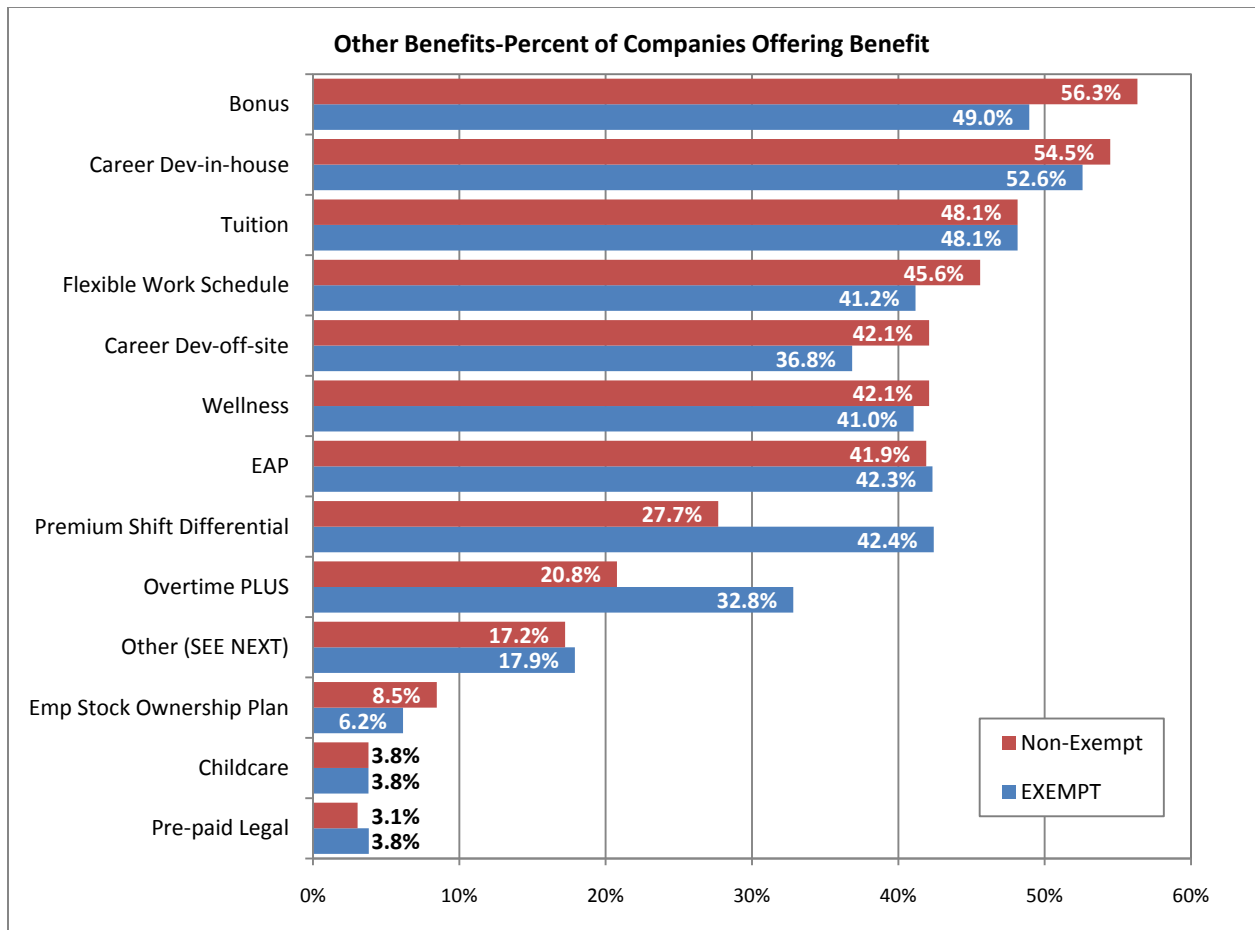
Retirement Plan Benefits and Part-Time Employees

- 32percent of companies indicated that they offered some type of retirement plan(s) to part-time employees.



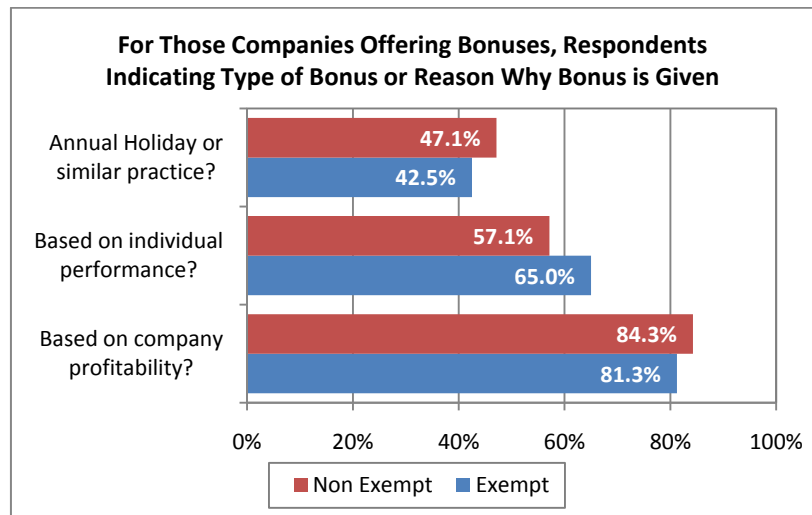
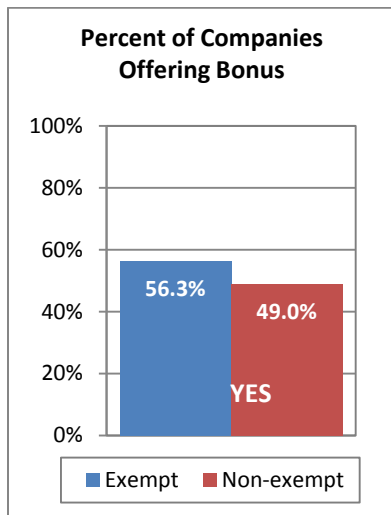
OTHER BENEFITS

- *Bonus* was the *other* benefit available most often to exempt personnel. 56.3 percent of the companies had bonus programs for exempt personnel; 49.0 percent for non-exempt.
- *Career Development in house* was the *other* benefit most often available to non-exempt personnel with 52.6 percent of the companies offering this to non-exempt (54.5 percent to exempt).
- Overall, 71.4 percent responded that they offered the same "other" benefits to both classifications; this may also include the lack of a benefit.



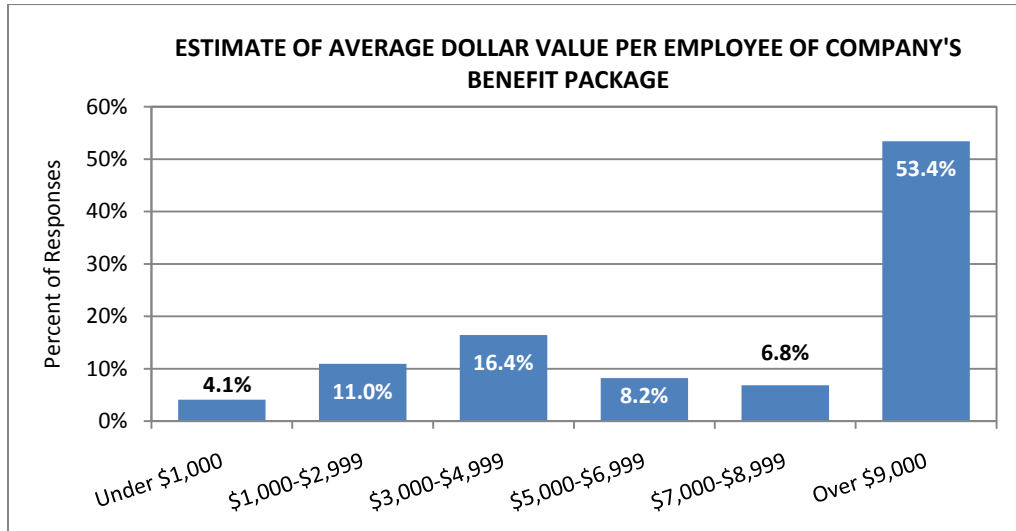
“Other” is broken out below in greater detail.

For those responding that a bonus was offered (see left chart below), three additional questions were asked. These are reviewed in the chart below. Responses are not mutually exclusive.



Respondents were also given an opportunity to write-in other benefits, and approximately 15 percent of the respondents indicated that they offered additional benefits. The predominant response was flexible spending accounts, adoption assistance, different types of bonuses such as phantom stock (a type of deferred compensation; a future cash bonus equal to a number of shares) or attendance bonus, free banking services, scholarship program, and computer purchase loan program, HSA contribution, discounts and employee meals.

BENEFIT COST



RESPONSES TO "Estimate of Benefit Value as a Percent of Wages?"

| | |
|---------|-------|
| Range | 7-57% |
| Average | 27.9% |
| Mode | 35.0% |

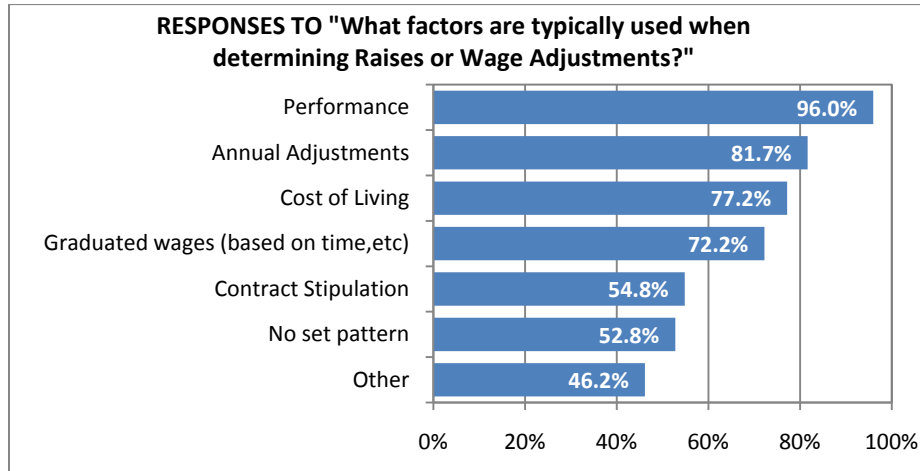
RESPONSES TO "What Percent of Payroll is Applied Toward Providing Health/Medical Insurance?"

| | |
|---------|-------|
| Range | 0-85% |
| Average | 17.8% |
| Mode | 12% |

GENERAL QUESTIONS ON SURVEY

Raises

More than one response was possible when asked what were factors used in determining raises or wage adjustments (given the understanding that many companies have not given raises in the past year or so due to the economic climate).



Union or Labor Agreements

Most companies responded to the question asking about union activity; only 3.4 percent left this section blank.

- 14.4 percent of all companies responded that there was a labor agreement at the NEI location. Note that this includes all companies, including educational institutions, construction entities, other service unions, and manufacturers.
 - Within the set of responses from manufacturers, 12.2 percent of manufacturers responded that at least some employees were members of a union, and 1.4 percent of the manufacturers did not respond to this question.
- 61.9 percent of all companies with unions responded that there was some type of union activity within the last year.
 - Within the set of responses from manufacturers, two-thirds of manufacturers with union employees responded that there was some type of union activity within the last year.

Shutdowns during Past Year

Twenty-nine percent of all manufacturing companies responded that there was at least one shutdown “during the year”. Nineteen percent of the companies which had shutdowns responded that employees were paid during the shutdown although our question could have been more specific. For example, employees could have used vacation or other factors could exist. Most often, we seem to associate shutdowns with capital conversions or labor issues; however, labor issues were not a predominant factor within northeast Indiana since only 23.8 percent of all companies which reported a shutdown also had a union presence. Quite possibly, this percentage of companies with shutdowns is higher than usual due to the recession, but further research in this area may be helpful.

OPEN ENDED QUESTION SUMMARY

Questions and responses are summarized below.

Critical Job-Specific Skills

Almost 75 percent of the companies responded to this question, and of those, many suggested more than 3 skills. Some had six or seven responses, and there were 326 total responses. Over two-thirds of the responses are summarized above. This particular question did not ask if these skills were lacking-just what was needed to be successful in that particular workplace. This question was posed by WorkOne in order to identify the need for potential training programs and strategies, so in-depth review may be done by that organization.

RESPONSE to Question: What are the three most critical job-specific skills that workers must possess to ensure success in the workplace (e.g. welding skills, quality skills, customer service skills, electrical skills, process engineering skills, others)?

Skills Identified 10 times or More (in order by number of responses): Customer service; Quality skills; Computer skills and knowledge; Engineering (Mechanical, Electrical); Communication skills; Math; Team Player

Skills identified by at least 3 respondents (but less than 10): Problem solving/critical thinking; Welding; Work Ethic; Machining; Mechanical Skills; Reading; Detail (pay attention to); Attendance; Electrical; Willingness/ability to learn; Sales; CNC; Water certifications; Forklift; Motivation; Lean/adv mfg skills; Leadership skills

Software/Technology Skills

Over 70 percent of the companies responded to this question. Microsoft products were clearly identified.

RESPONSE to Question: What are the two most software/technology skills that workers must possess to be effective on the job (e.g. Excel, AutoCAD, Unigraphics, Outlook, others)?

Excel; Outlook, Word, and MICROSOFT OFFICE in general; Autocad, basic computer skills including internet and typing.

In addition, six percent took the time to respond that no specific skill was needed

Difficult to Fill Positions

Over 50 percent of the companies identified positions that were difficult to fill with Indiana workers, but another 17 percent took the time to respond that they had no particular problems. Some were fairly specific with their identifications, e.g. "Outside sales with experience, willing to travel 50% of the time". The responses below represent over 50 percent of the responses. As stated above, WorkOne will analyze the responses so as to be as receptive as possible to NEI's needs.

RESPONSE to Question: What jobs/positions are most difficult to fill with workers from Indiana?

Engineers; Sales; Maintenance; Welder; Machinist; CNC

Skills, Degrees, Certifications

Almost 60 percent of the companies identified preferred skills, certifications, or degrees, or took the time to indicate that their particular business had no specific requirements. Some commented that these positions were hard to fill; others simply identified their needs regardless of any difficulty in filling their positions. The responses given most often are summarized below.

RESPONSE to Question: What specific skills are the most difficult to find in workers from northeast Indiana? What degrees or certifications do you require/prefer workers to possess?

None; Attendance; Work Ethic; Bachelor Degree (not specific); Associate Degree (not specific); High School Grad or GED; Basic Math; Specialty Certifications (fork lift, safety engineer, activity, Quality engineer; welding)

Hiring in 2010

77 percent of the companies responded to this final question. As can be expected, there were many companies who did not anticipate any hiring, some who would be calling back laid-off employees, some with replacement hiring, and then other who would be expanding with new hires.

| RESPONSE to Question: Do you anticipate hiring in 2010? IF yes, how many new positions? Do you anticipate many "replacement" positions? | Percent of Companies which responded to this question which plan the identified activity: |
|------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|
| Do not anticipate any hiring | 27.2% |
| Plan to call-back laid off workers | 0.9% |
| Plan to hire replacement workers | 27.2% |
| Plan to hire new personnel (or have already hired since January 2010) | 43.9% |
| Plan to hire seasonal or temporary | 0.9% |
| Uncommitted, but hopeful (*) | 15.8% |
| (note some companies planned more than one adjustment, e.g. hiring replacement employees and new employees so totals will exceed 100 percent) | |
| *Of course, most of these responses could be considered "uncommitted". They are simply the future plans for this year. | |

OCCUPATIONAL SALARY AND WAGES

2008 Central Counties

Total all occupations 15

Management Occupations..... 15

Business and Financial Operations Occupations 15

Computer and Mathematical Occupations..... 16

Architecture and Engineering Occupations 16

Life, Physical, and Social Science Occupations 16

Community and Social Services Occupations 17

Legal Occupations 17

Education, Training, and Library Occupations 17

Arts, Design, Entertainment, Sports, and Media Occupations 18

Healthcare Practitioners and Technical Occupations 18

Healthcare Support Occupations 19

Protective Service Occupations 19

Food Preparation and Serving-Related Occupations..... 19

Building and Grounds Cleaning and Maintenance Occupations 20

Personal Care and Service Occupations..... 20

Sales and Related Occupations 20

Office and Administrative Support Occupations 21

Construction and Extraction Occupations 22

Installation, Maintenance, and Repair Occupations..... 22

Production Occupations..... 23

Transportation and Material Moving Occupations 24

Source: Indiana Department of Workforce Development, Research & Analysis, Occupational Employment Statistics (OES) Program

Note: Those occupations with an estimated employment of less than 100 were excluded.

| Occupational Title | Estimated Employment | Mean | Entry | Experienced |
|-----------------------|----------------------|----------|----------|-------------|
| Total all occupations | 228,840 | \$37,843 | \$18,232 | \$47,649 |

| Occupational Title | Estimated Employment | Mean | Entry | Experienced |
|--------------------------------------------------------------------------|----------------------|-----------|----------|-------------|
| Management Occupations | 12,050 | \$86,883 | \$46,834 | \$106,907 |
| Top Executives | 2,790 | \$109,604 | \$56,314 | \$136,249 |
| Chief Executives | 510 | \$146,052 | \$78,097 | \$180,030 |
| General and Operations Managers | 2,200 | \$102,691 | \$55,287 | \$126,393 |
| Legislators | 80 | \$67,990 | \$35,098 | \$84,436 |
| Advertising, Marketing, Promotions, Public Relations, and Sales Managers | 760 | \$92,092 | \$53,167 | \$111,555 |
| Marketing Managers | 150 | \$93,528 | \$59,591 | \$110,497 |
| Sales Managers | 510 | \$95,252 | \$53,939 | \$115,908 |
| Operations Specialties Managers | 2,290 | \$87,575 | \$51,011 | \$105,857 |
| Administrative Services Managers | 350 | \$66,075 | \$40,557 | \$78,834 |
| Computer and Information Systems Managers | 400 | \$96,470 | \$67,686 | \$110,862 |
| Financial Managers | 560 | \$99,433 | \$56,820 | \$120,740 |
| Compensation and Benefits Managers | 70 | \$84,242 | \$44,287 | \$104,219 |
| Training and Development Managers | 50 | \$57,776 | \$40,306 | \$66,511 |
| Human Resources Managers, All Other | 90 | \$71,004 | \$45,468 | \$83,772 |
| Industrial Production Managers | 440 | \$90,302 | \$58,921 | \$105,993 |
| Purchasing Managers | 150 | \$88,471 | \$57,494 | \$103,960 |
| Transportation, Storage, and Distribution Managers | 200 | \$82,994 | \$43,408 | \$102,787 |
| Other Management Occupations | 2,510 | \$70,295 | \$39,013 | \$85,936 |
| Construction Managers | 340 | \$78,168 | \$52,255 | \$91,124 |
| Education Administrators, Preschool and Child Care Center/Program | 80 | \$37,786 | \$28,703 | \$42,327 |
| Education Administrators, Elementary and Secondary School | 340 | \$78,920 | \$62,596 | \$87,082 |
| Engineering Managers | 280 | \$100,511 | \$67,101 | \$117,217 |
| Food Service Managers | 220 | \$43,894 | \$29,011 | \$51,336 |
| Medical and Health Services Managers | 400 | \$79,283 | \$50,773 | \$93,538 |
| Property, Real Estate, and Community Association Managers | 90 | \$49,956 | \$31,503 | \$59,182 |
| Social and Community Service Managers | 260 | \$43,553 | \$29,112 | \$50,774 |

| Occupational Title | Estimated Employment | Mean | Entry | Experienced |
|----------------------------------------------------------------------------------------------|----------------------|----------|----------|-------------|
| Business and Financial Operations Occupations | 7,430 | \$55,421 | \$32,594 | \$66,834 |
| Business Operations Specialists | 4,220 | \$51,905 | \$30,809 | \$62,453 |
| Wholesale and Retail Buyers, Except Farm Products | 210 | \$41,853 | \$27,669 | \$48,946 |
| Purchasing Agents, Except Wholesale, Retail, and Farm Products | 640 | \$53,518 | \$34,411 | \$63,072 |
| Claims Adjusters, Examiners, and Investigators | 380 | \$51,428 | \$34,104 | \$60,091 |
| Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation | 210 | \$44,800 | \$29,927 | \$52,236 |
| Cost Estimators | 470 | \$53,675 | \$34,262 | \$63,382 |
| Employment, Recruitment, and Placement Specialists | 380 | \$41,730 | \$24,462 | \$50,364 |
| Compensation, Benefits, and Job Analysis Specialists | 520 | \$49,807 | \$34,498 | \$57,462 |
| Training and Development Specialists | 440 | \$48,039 | \$23,860 | \$60,129 |
| Human Resources, Training, and Labor Relations Specialists, All Other | 230 | \$44,799 | \$17,809 | \$58,294 |
| Logisticians | 80 | \$68,237 | \$42,118 | \$81,297 |
| Management Analysts | 360 | \$60,797 | \$39,417 | \$71,486 |
| Business Operations Specialists, All Other | 540 | \$59,381 | \$40,068 | \$69,037 |
| Financial Specialists | 3,220 | \$60,033 | \$35,673 | \$72,213 |
| Accountants and Auditors | 1,590 | \$61,887 | \$40,003 | \$72,829 |
| Appraisers and Assessors of Real Estate | 250 | \$43,640 | \$28,903 | \$51,008 |
| Budget Analysts | 100 | \$62,206 | \$45,233 | \$70,693 |
| Credit Analysts | 70 | \$54,964 | \$35,752 | \$64,570 |
| Financial Analysts | 200 | \$72,550 | \$42,223 | \$87,714 |

| Occupational Title | Estimated Employment | Mean | Entry | Experienced |
|----------------------------------|----------------------|----------|----------|-------------|
| Personal Financial Advisors | 210 | \$71,159 | \$24,100 | \$94,688 |
| Insurance Underwriters | 250 | \$63,563 | \$38,488 | \$76,100 |
| Loan Counselors | 70 | \$53,183 | \$30,868 | \$64,341 |
| Loan Officers | 240 | \$50,945 | \$33,989 | \$59,422 |
| Tax Preparers | 120 | \$45,122 | \$33,108 | \$51,129 |
| Financial Specialists, All Other | 60 | \$52,172 | \$34,800 | \$60,859 |

| Occupational Title | Estimated Employment | Mean | Entry | Experienced |
|--------------------------------------------------|----------------------|-----------|----------|-------------|
| Computer and Mathematical Occupations | 4,780 | \$65,033 | \$40,049 | \$77,525 |
| Computer Specialists | 4,620 | \$64,020 | \$39,698 | \$76,181 |
| Computer Programmers | 320 | \$66,561 | \$45,541 | \$77,070 |
| Computer Software Engineers, Applications | 830 | \$83,160 | \$60,477 | \$94,501 |
| Computer Support Specialists | 770 | \$44,616 | \$28,031 | \$52,908 |
| Computer Systems Analysts | 510 | \$65,147 | \$45,605 | \$74,918 |
| Database Administrators | 150 | \$63,413 | \$43,093 | \$73,573 |
| Network and Computer Systems Administrators | 670 | \$54,003 | \$36,306 | \$62,852 |
| Network Systems and Data Communications Analysts | 750 | \$60,098 | \$41,256 | \$69,520 |
| Computer Specialists, All Other | 60 | \$65,856 | \$50,827 | \$73,370 |
| Actuaries | 90 | \$106,897 | \$62,952 | \$128,869 |

| Occupational Title | Estimated Employment | Mean | Entry | Experienced |
|-----------------------------------------------------|----------------------|----------|----------|-------------|
| Architecture and Engineering Occupations | 3,780 | \$60,932 | \$38,594 | \$72,101 |
| Architects, Surveyors, and Cartographers | 200 | \$59,359 | \$40,080 | \$68,999 |
| Architects, Except Landscape and Naval | 110 | \$67,054 | \$46,145 | \$77,508 |
| Surveyors | 60 | \$48,028 | \$34,868 | \$54,608 |
| Engineers | 2,370 | \$68,923 | \$45,709 | \$80,530 |
| Civil Engineers | 140 | \$59,938 | \$44,460 | \$67,676 |
| Electrical Engineers | 500 | \$79,522 | \$56,091 | \$91,238 |
| Electronics Engineers, Except Computer | 290 | \$81,005 | \$53,704 | \$94,655 |
| Industrial Engineers | 470 | \$64,148 | \$47,155 | \$72,645 |
| Materials Engineers | 90 | \$62,285 | \$43,363 | \$71,746 |
| Mechanical Engineers | 730 | \$61,516 | \$37,980 | \$73,285 |
| Drafters, Engineering, and Mapping Technicians | 1,220 | \$45,625 | \$32,492 | \$52,192 |
| Architectural and Civil Drafters | 140 | \$42,164 | \$31,841 | \$47,325 |
| Mechanical Drafters | 270 | \$41,929 | \$29,822 | \$47,982 |
| Engineering Technicians, Except Drafters | 610 | \$48,189 | \$35,232 | \$54,668 |
| Electrical and Electronic Engineering Technicians | 190 | \$51,334 | \$39,493 | \$57,254 |
| Industrial Engineering Technicians | 250 | \$50,125 | \$37,772 | \$56,301 |
| Mechanical Engineering Technicians | 50 | \$42,734 | \$32,102 | \$48,050 |
| Engineering Technicians, Except Drafters, All Other | 90 | \$54,765 | \$40,015 | \$62,141 |
| Surveying and Mapping Technicians | 50 | \$31,920 | \$25,286 | \$35,237 |

| Occupational Title | Estimated Employment | Mean | Entry | Experienced |
|------------------------------------------------------------|----------------------|----------|----------|-------------|
| Life, Physical, and Social Science Occupations | 800 | \$48,630 | \$28,972 | \$58,459 |
| Life Scientists | 70 | \$50,872 | \$34,824 | \$58,896 |
| Physical Scientists | 180 | \$52,903 | \$31,730 | \$63,489 |
| Chemists | 60 | \$45,699 | \$27,912 | \$54,592 |
| Environmental Scientists and Specialists, Including Health | 80 | \$45,021 | \$32,857 | \$51,103 |
| Social Scientists and Related Workers | 410 | \$50,568 | \$30,102 | \$60,802 |
| Market Research Analysts | 250 | \$46,979 | \$27,625 | \$56,656 |
| Clinical, Counseling, and School Psychologists | 60 | \$64,799 | \$40,476 | \$76,961 |
| Urban and Regional Planners | 50 | NA | NA | NA |

| Occupational Title | Estimated Employment | Mean | Entry | Experienced |
|------------------------------------------------|----------------------|----------|----------|-------------|
| Life, Physical, and Social Science Technicians | 140 | \$36,368 | \$23,477 | \$42,813 |
| Chemical Technicians | 60 | \$30,336 | \$17,753 | \$36,627 |

| Occupational Title | Estimated Employment | Mean | Entry | Experienced |
|------------------------------------------------------------------------------|----------------------|----------|----------|-------------|
| Community and Social Services Occupations | 3,230 | \$35,139 | \$22,399 | \$41,509 |
| Counselors, Social Workers, & Other Community and Social Service Specialists | 3,160 | \$35,003 | \$22,363 | \$41,322 |
| Substance Abuse and Behavioral Disorder Counselors | 100 | \$36,787 | \$22,167 | \$44,096 |
| Educational, Vocational, and School Counselors | 300 | \$50,933 | \$34,622 | \$59,088 |
| Mental Health Counselors | 130 | \$46,348 | \$29,343 | \$54,850 |
| Rehabilitation Counselors | 150 | \$36,171 | \$21,764 | \$43,375 |
| Social Workers | 960 | \$37,593 | \$28,310 | \$42,234 |
| Child, Family, and School Social Workers | 490 | \$33,342 | \$27,800 | \$36,113 |
| Medical and Public Health Social Workers | 270 | \$43,088 | \$30,293 | \$49,486 |
| Mental Health and Substance Abuse Social Workers | 140 | \$40,426 | \$29,585 | \$45,847 |
| Social Workers, All Other | 60 | \$41,512 | \$27,783 | \$48,376 |
| Health Educators | 90 | \$44,925 | \$31,594 | \$51,590 |
| Social and Human Service Assistants | 1,150 | \$25,207 | \$20,322 | \$27,649 |
| Community and Social Service Specialists, All Other | 60 | \$36,904 | \$25,129 | \$42,792 |
| Religious Workers | 70 | \$41,134 | \$26,105 | \$48,648 |
| Clergy | 60 | \$41,746 | \$28,434 | \$48,401 |

| Occupational Title | Estimated Employment | Mean | Entry | Experienced |
|---------------------------------------------|----------------------|----------|----------|-------------|
| Legal Occupations | 890 | \$67,722 | \$32,024 | \$85,571 |
| Lawyers, Judges, and Related Workers | 500 | \$89,227 | \$43,232 | \$112,224 |
| Lawyers | 440 | \$89,363 | \$42,619 | \$112,735 |
| Legal Support Workers | 390 | \$40,326 | \$27,220 | \$46,879 |
| Paralegals and Legal Assistants | 250 | \$41,602 | \$27,824 | \$48,491 |
| Title Examiners, Abstractors, and Searchers | 70 | \$36,197 | \$24,441 | \$42,075 |

| Occupational Title | Estimated Employment | Mean | Entry | Experienced |
|----------------------------------------------------------------------------|----------------------|----------|----------|-------------|
| Education, Training, and Library Occupations | 11,410 | \$42,664 | \$23,492 | \$52,250 |
| Postsecondary Teachers | 1,710 | \$55,936 | \$44,773 | \$61,518 |
| Business Teachers, Postsecondary | 140 | \$61,973 | \$48,628 | \$68,646 |
| Mathematical Science Teachers, Postsecondary | 130 | \$53,784 | \$44,875 | \$58,239 |
| Biological Science Teachers, Postsecondary | 60 | \$58,222 | \$44,045 | \$65,310 |
| Art, Drama, and Music Teachers, Postsecondary | 130 | \$52,344 | \$40,016 | \$58,508 |
| Communications Teachers, Postsecondary | 80 | \$57,714 | \$48,404 | \$62,369 |
| English Language and Literature Teachers, Postsecondary | 150 | \$52,378 | \$42,780 | \$57,177 |
| Vocational Education Teachers, Postsecondary | 120 | \$52,494 | \$44,659 | \$56,411 |
| Primary, Secondary, and Special Education School Teachers | 6,620 | \$46,502 | \$30,439 | \$54,533 |
| Preschool Teachers, Except Special Education | 640 | \$22,587 | \$18,045 | \$24,857 |
| Kindergarten Teachers, Except Special Education | 80 | \$47,151 | \$34,904 | \$53,275 |
| Elementary School Teachers, Except Special Education | 1,990 | \$47,569 | \$33,605 | \$54,551 |
| Middle School Teachers, Except Special and Vocational Education | 1,260 | \$48,888 | \$35,858 | \$55,403 |
| Vocational Education Teachers, Middle School | 80 | \$55,229 | \$43,752 | \$60,967 |
| Secondary School Teachers, Except Special and Vocational Education | 1,600 | \$50,055 | \$35,606 | \$57,280 |
| Special Education Teachers, Preschool, Kindergarten, and Elementary School | 300 | \$47,523 | \$32,200 | \$55,185 |
| Special Education Teachers, Middle School | 170 | \$48,460 | \$36,972 | \$54,204 |
| Special Education Teachers, Secondary School | 160 | \$47,143 | \$34,601 | \$53,415 |
| Other Teachers and Instructors | 690 | \$30,334 | \$21,650 | \$34,676 |
| Self-Enrichment Education Teachers | 200 | \$37,374 | \$21,387 | \$45,367 |

| Occupational Title | Estimated Employment | Mean | Entry | Experienced |
|----------------------------------------------------|----------------------|----------|----------|-------------|
| Teachers and Instructors, All Other | 470 | \$26,309 | \$21,610 | \$28,659 |
| Librarians, Curators, and Archivists | 520 | \$33,030 | \$18,738 | \$40,175 |
| Librarians | 190 | \$50,457 | \$38,020 | \$56,676 |
| Library Technicians | 320 | \$22,375 | \$16,974 | \$25,075 |
| Other Education, Training, and Library Occupations | 1,780 | \$24,037 | \$19,495 | \$26,308 |
| Instructional Coordinators | 50 | \$56,699 | \$34,994 | \$67,551 |
| Teacher Assistants | 1,720 | \$23,030 | \$19,363 | \$24,863 |

| Occupational Title | Estimated Employment | Mean | Entry | Experienced |
|------------------------------------------------------------|----------------------|----------|----------|-------------|
| Arts, Design, Entertainment, Sports, and Media Occupations | 2,780 | \$36,373 | \$18,231 | \$45,444 |
| Art and Design Workers | 740 | \$42,048 | \$22,250 | \$51,946 |
| Floral Designers | 90 | \$19,395 | \$13,907 | \$22,138 |
| Graphic Designers | 310 | \$37,964 | \$25,199 | \$44,347 |
| Interior Designers | 60 | \$36,867 | \$28,415 | \$41,094 |
| Merchandise Displayers and Window Trimmers | 120 | \$32,254 | \$21,153 | \$37,804 |
| Entertainers and Performers, Sports and Related Workers | 900 | \$30,121 | \$15,221 | \$37,572 |
| Producers and Directors | 100 | \$38,680 | \$26,637 | \$44,701 |
| Coaches and Scouts | 530 | \$26,009 | \$14,509 | \$31,758 |
| Media and Communication Workers | 890 | \$40,019 | \$21,601 | \$49,229 |
| Radio and Television Announcers | 110 | \$31,287 | \$15,966 | \$38,947 |
| Public Relations Specialists | 330 | \$42,827 | \$26,309 | \$51,087 |
| Editors | 100 | \$46,345 | \$24,310 | \$57,363 |
| Writers and Authors | 50 | \$49,875 | \$27,308 | \$61,158 |
| Interpreters and Translators | 100 | \$29,666 | \$23,596 | \$32,701 |
| Media and Communication Equipment Workers | 250 | \$29,134 | \$18,307 | \$34,547 |
| Audio and Video Equipment Technicians | 40 | \$32,844 | \$19,312 | \$39,610 |
| Broadcast Technicians | 60 | \$28,072 | \$14,683 | \$34,766 |
| Photographers | 110 | \$29,172 | \$20,048 | \$33,734 |

| Occupational Title | Estimated Employment | Mean | Entry | Experienced |
|----------------------------------------------------|----------------------|-----------|-----------|-------------|
| Healthcare Practitioners and Technical Occupations | 14,330 | \$61,608 | \$30,766 | \$77,029 |
| Health Diagnosing and Treating Practitioners | 8,660 | \$77,596 | \$39,452 | \$96,668 |
| Chiropractors | 50 | \$88,926 | \$35,692 | \$115,543 |
| Dentists | 170 | \$163,161 | \$95,362 | \$197,060 |
| Dentists, General | 140 | \$149,469 | \$89,378 | \$179,514 |
| Dietitians and Nutritionists | 160 | \$46,442 | \$35,611 | \$51,858 |
| Optometrists | 70 | \$76,790 | \$51,355 | \$89,507 |
| Pharmacists | 590 | \$103,747 | \$94,849 | \$108,196 |
| Physicians and Surgeons | 1,110 | \$199,798 | NA | NA |
| Family and General Practitioners | 100 | \$172,925 | \$113,959 | \$202,408 |
| Physicians and Surgeons, All Other | 380 | \$198,921 | NA | NA |
| Physician Assistants | 140 | \$78,281 | \$62,778 | \$86,033 |
| Registered Nurses | 5,200 | \$51,409 | \$37,965 | \$58,131 |
| Occupational Therapists | 190 | \$62,815 | \$46,572 | \$70,936 |
| Physical Therapists | 280 | \$65,214 | \$44,240 | \$75,702 |
| Radiation Therapists | 60 | \$69,674 | \$51,229 | \$78,897 |
| Respiratory Therapists | 240 | \$48,041 | \$38,227 | \$52,947 |
| Speech-Language Pathologists | 130 | \$63,777 | \$48,372 | \$71,480 |
| Veterinarians | 60 | \$78,533 | \$53,522 | \$91,038 |
| Health Technologists and Technicians | 5,500 | \$36,846 | \$24,882 | \$42,828 |
| Medical and Clinical Laboratory Technologists | 280 | \$55,996 | \$41,839 | \$63,074 |
| Medical and Clinical Laboratory Technicians | 380 | \$33,254 | \$25,742 | \$37,010 |

| Occupational Title | Estimated Employment | Mean | Entry | Experienced |
|----------------------------------------------------------|----------------------|----------|----------|-------------|
| Dental Hygienists | 410 | \$53,250 | \$40,159 | \$59,795 |
| Diagnostic Medical Sonographers | 90 | \$59,091 | \$47,160 | \$65,057 |
| Nuclear Medicine Technologists | 50 | \$63,196 | \$53,374 | \$68,107 |
| Radiologic Technologists and Technicians | 420 | \$46,975 | \$35,762 | \$52,582 |
| Emergency Medical Technicians and Paramedics | 340 | \$26,103 | \$21,998 | \$28,155 |
| Pharmacy Technicians | 600 | \$25,292 | \$20,501 | \$27,688 |
| Surgical Technologists | 180 | \$36,573 | \$29,757 | \$39,981 |
| Licensed Practical and Licensed Vocational Nurses | 1,820 | \$36,268 | \$30,432 | \$39,186 |
| Medical Records and Health Information Technicians | 310 | \$29,732 | \$21,732 | \$33,732 |
| Opticians, Dispensing | 170 | \$24,846 | \$15,421 | \$29,559 |
| Other Healthcare Practitioners and Technical Occupations | 160 | \$47,669 | \$29,853 | \$56,577 |
| Occupational Health and Safety Specialists | 60 | \$51,896 | \$35,755 | \$59,966 |

| Occupational Title | Estimated Employment | Mean | Entry | Experienced |
|----------------------------------------------------------|----------------------|----------|----------|-------------|
| Healthcare Support Occupations | 7,330 | \$24,603 | \$18,082 | \$27,863 |
| Nursing, Psychiatric, and Home Health Aides | 4,730 | \$21,900 | \$17,668 | \$24,016 |
| Home Health Aides | 1,790 | \$19,807 | \$16,822 | \$21,300 |
| Nursing Aides, Orderlies, and Attendants | 2,750 | \$22,966 | \$18,619 | \$25,140 |
| Psychiatric Aides | 190 | \$26,122 | \$18,757 | \$29,805 |
| Occupational and Physical Therapist Assistants and Aides | 290 | \$42,096 | \$27,396 | \$49,446 |
| Occupational Therapist Assistants | 80 | \$45,786 | \$33,538 | \$51,909 |
| Physical Therapist Assistants | 160 | \$45,591 | \$33,816 | \$51,479 |
| Other Healthcare Support Occupations | 2,320 | \$27,956 | \$21,522 | \$31,173 |
| Massage Therapists | 80 | \$26,622 | \$19,839 | \$30,013 |
| Dental Assistants | 430 | \$33,205 | \$26,814 | \$36,400 |
| Medical Assistants | 820 | \$26,093 | \$21,735 | \$28,272 |
| Medical Equipment Preparers | 60 | \$33,270 | \$21,136 | \$39,337 |
| Medical Transcriptionists | 170 | \$30,119 | \$24,918 | \$32,720 |
| Pharmacy Aides | 50 | \$16,990 | \$14,093 | \$18,438 |
| Veterinary Assistants and Laboratory Animal Caretakers | 70 | \$21,183 | \$17,028 | \$23,260 |
| Healthcare Support Workers, All Other | 650 | \$27,487 | \$22,140 | \$30,160 |

| Occupational Title | Estimated Employment | Mean | Entry | Experienced |
|------------------------------------------------------------------------|----------------------|----------|----------|-------------|
| Protective Service Occupations | 3,900 | \$33,489 | \$18,343 | \$41,062 |
| First-Line Supervisors/Managers, Protective Service Workers | 420 | NA | NA | NA |
| First-Line Supervisors/Managers, Protective Service Workers, All Other | 130 | \$28,317 | \$17,250 | \$33,851 |
| Law Enforcement Workers | 1,070 | \$41,057 | \$30,332 | \$46,419 |
| Correctional Officers and Jailers | 300 | \$30,081 | \$28,031 | \$31,107 |
| Police and Sheriff's Patrol Officers | 580 | \$42,723 | \$37,086 | \$45,542 |
| Other Protective Service Workers | 2,080 | \$25,344 | \$15,972 | \$30,030 |
| Security Guards | 1,750 | \$25,180 | \$16,236 | \$29,652 |
| Crossing Guards | 70 | NA | NA | NA |

| Occupational Title | Estimated Employment | Mean | Entry | Experienced |
|-----------------------------------------------------------------------|----------------------|----------|----------|-------------|
| Food Preparation and Serving-Related Occupations | 19,680 | \$17,787 | \$14,139 | \$19,610 |
| Supervisors, Food Preparation and Serving Workers | 1,440 | \$30,059 | \$21,493 | \$34,342 |
| First-Line Supervisors/Managers of Food Preparation & Serving Workers | 1,410 | \$29,913 | \$21,444 | \$34,148 |
| Cooks and Food Preparation Workers | 4,280 | \$18,861 | \$14,405 | \$21,088 |
| Cooks, Fast Food | 630 | \$15,757 | \$14,159 | \$16,556 |
| Cooks, Institution and Cafeteria | 660 | \$20,757 | \$15,031 | \$23,620 |
| Cooks, Restaurant | 1,530 | \$20,038 | \$15,827 | \$22,143 |
| Cooks, Short Order | 270 | \$17,854 | \$14,390 | \$19,586 |

| Occupational Title | Estimated Employment | Mean | Entry | Experienced |
|--------------------------------------------------------------------|----------------------|----------|----------|-------------|
| Food Preparation Workers | 1,190 | \$18,170 | \$14,253 | \$20,129 |
| Food and Beverage Serving Workers | 11,860 | \$16,220 | \$14,131 | \$17,264 |
| Bartenders | 600 | \$17,093 | \$14,176 | \$18,552 |
| Combined Food Preparation and Serving Workers, Including Fast Food | 5,450 | \$15,426 | \$14,131 | \$16,074 |
| Counter Attendants, Cafeteria, Food Concession, and Coffee Shop | 1,140 | \$15,311 | \$14,027 | \$15,953 |
| Waiters and Waitresses | 4,320 | \$17,068 | \$14,159 | \$18,523 |
| Food Servers, Nonrestaurant | 350 | \$19,615 | \$15,009 | \$21,918 |
| Other Food Preparation and Serving Related Workers | 2,100 | \$16,006 | \$14,093 | \$16,963 |
| Dining Room and Cafeteria Attendants and Bartender Helpers | 700 | \$15,254 | \$14,095 | \$15,834 |
| Dishwashers | 660 | \$16,261 | \$14,136 | \$17,324 |
| Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop | 660 | \$16,301 | \$14,074 | \$17,414 |
| Food Preparation and Serving Related Workers, All Other | 70 | \$18,231 | \$13,830 | \$20,431 |

| Occupational Title | Estimated Employment | Mean | Entry | Experienced |
|------------------------------------------------------------------------------------------|----------------------|----------|----------|-------------|
| Building and Grounds Cleaning and Maintenance Occupations | 6,630 | \$24,267 | \$16,652 | \$28,075 |
| Supervisors, Building and Grounds Cleaning and Maintenance Workers | 530 | \$36,050 | \$24,112 | \$42,020 |
| First-Line Supervisors/Managers of Housekeeping and Janitorial Workers | 360 | \$33,747 | \$22,507 | \$39,367 |
| First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers | 170 | \$40,863 | \$28,253 | \$47,167 |
| Building Cleaning and Pest Control Workers | 4,680 | \$22,955 | \$16,144 | \$26,360 |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 3,840 | \$23,543 | \$16,366 | \$27,131 |
| Maids and Housekeeping Cleaners | 760 | \$18,846 | \$14,686 | \$20,925 |
| Grounds Maintenance Workers | 1,420 | \$24,226 | \$17,906 | \$27,386 |
| Landscaping and Groundskeeping Workers | 1,340 | \$23,457 | \$17,839 | \$26,266 |

| Occupational Title | Estimated Employment | Mean | Entry | Experienced |
|-------------------------------------------------------------|----------------------|----------|----------|-------------|
| Personal Care and Service Occupations | 4,460 | \$22,030 | \$15,378 | \$25,356 |
| Supervisors, Personal Care and Service Workers | 180 | \$34,712 | \$23,361 | \$40,388 |
| First-Line Supervisors/Managers of Personal Service Workers | 180 | \$34,712 | \$23,361 | \$40,388 |
| Animal Care and Service Workers | 120 | \$20,539 | \$14,847 | \$23,384 |
| Nonfarm Animal Caretakers | 120 | \$20,445 | \$14,715 | \$23,310 |
| Entertainment Attendants and Related Workers | 670 | \$16,973 | \$13,922 | \$18,498 |
| Ushers, Lobby Attendants, and Ticket Takers | 190 | \$14,484 | \$13,910 | \$14,771 |
| Amusement and Recreation Attendants | 380 | \$17,669 | \$13,917 | \$19,545 |
| Personal Appearance Workers | 780 | \$21,413 | \$15,822 | \$24,208 |
| Hairdressers, Hairstylists, and Cosmetologists | 540 | \$22,087 | \$15,395 | \$25,433 |
| Other Personal Care and Service Workers | 1,980 | \$20,876 | \$15,928 | \$23,350 |
| Child Care Workers | 480 | \$17,058 | \$14,138 | \$18,518 |
| Personal and Home Care Aides | 840 | \$20,010 | \$17,249 | \$21,391 |
| Fitness Trainers and Aerobics Instructors | 210 | \$26,152 | \$17,850 | \$30,303 |
| Recreation Workers | 400 | \$22,721 | \$16,690 | \$25,736 |

| Occupational Title | Estimated Employment | Mean | Entry | Experienced |
|-------------------------------------------------------------|----------------------|----------|----------|-------------|
| Sales and Related Occupations | 23,690 | \$33,889 | \$15,310 | \$43,179 |
| Supervisors, Sales Workers | 2,500 | \$45,820 | \$24,907 | \$56,277 |
| First-Line Supervisors/Managers of Retail Sales Workers | 1,960 | \$39,312 | \$24,031 | \$46,953 |
| First-Line Supervisors/Managers of Non-Retail Sales Workers | 540 | \$69,391 | \$41,529 | \$83,321 |
| Retail Sales Workers | 14,140 | \$20,518 | \$14,058 | \$23,748 |
| Cashiers | 5,060 | \$16,416 | \$14,006 | \$17,621 |
| Counter and Rental Clerks | 1,130 | \$21,025 | \$14,062 | \$24,506 |
| Parts Salespersons | 430 | \$28,383 | \$20,612 | \$32,268 |
| Retail Salespersons | 7,520 | \$22,753 | \$15,010 | \$26,624 |

| Occupational Title | Estimated Employment | Mean | Entry | Experienced |
|----------------------------------------------------------------------------------------------|----------------------|----------|----------|-------------|
| Sales Representatives, Services | 2,700 | \$56,218 | \$27,868 | \$70,392 |
| Advertising Sales Agents | 280 | \$39,421 | \$22,419 | \$47,922 |
| Insurance Sales Agents | 840 | \$63,179 | \$30,795 | \$79,372 |
| Securities, Commodities, and Financial Services Sales Agents | 430 | \$73,107 | \$32,218 | \$93,551 |
| Travel Agents | 100 | \$27,645 | \$18,741 | \$32,097 |
| Sales Representatives, Services, All Other | 1,050 | \$51,146 | \$28,217 | \$62,610 |
| Sales Representatives, Wholesale and Manufacturing | 3,530 | \$59,571 | \$32,420 | \$73,147 |
| Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products | 710 | \$68,733 | \$40,652 | \$82,773 |
| Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products | 2,820 | \$57,271 | \$31,080 | \$70,366 |
| Other Sales and Related Workers | 810 | \$43,997 | \$23,911 | \$54,040 |
| Real Estate Sales Agents | 170 | \$39,743 | \$23,983 | \$47,624 |
| Telemarketers | 340 | \$31,500 | \$23,033 | \$35,733 |
| Sales and Related Workers, All Other | 100 | \$54,672 | \$25,191 | \$69,413 |

| Occupational Title | Estimated Employment | Mean | Entry | Experienced |
|------------------------------------------------------------------------------|----------------------|----------|----------|-------------|
| Office and Administrative Support Occupations | 34,820 | \$29,576 | \$19,470 | \$34,629 |
| Supervisors, Office and Administrative Support Workers | 1,820 | \$45,130 | \$29,669 | \$52,860 |
| First-Line Supervisors/Managers of Office and Administrative Support Workers | 1,820 | \$45,130 | \$29,669 | \$52,860 |
| Communications Equipment Operators | 300 | \$23,588 | \$18,971 | \$25,897 |
| Financial Clerks | 6,370 | \$29,365 | \$20,509 | \$33,793 |
| Bill and Account Collectors | 620 | \$29,970 | \$22,543 | \$33,683 |
| Billing and Posting Clerks and Machine Operators | 1,000 | \$31,388 | \$23,814 | \$35,176 |
| Bookkeeping, Accounting, and Auditing Clerks | 2,980 | \$30,838 | \$21,721 | \$35,397 |
| Payroll and Timekeeping Clerks | 400 | \$30,623 | \$20,003 | \$35,933 |
| Procurement Clerks | 160 | \$35,363 | \$25,116 | \$40,486 |
| Tellers | 1,210 | \$22,562 | \$18,241 | \$24,722 |
| Information and Record Clerks | 7,410 | \$28,261 | \$19,682 | \$32,551 |
| Court, Municipal, and License Clerks | 100 | \$27,927 | \$21,408 | \$31,186 |
| Customer Service Representatives | 2,970 | \$30,709 | \$20,735 | \$35,696 |
| Eligibility Interviewers, Government Programs | 270 | \$33,783 | \$26,410 | \$37,470 |
| File Clerks | 240 | \$23,514 | \$17,401 | \$26,571 |
| Hotel, Motel, and Resort Desk Clerks | 180 | \$16,419 | \$13,901 | \$17,678 |
| Interviewers, Except Eligibility and Loan | 300 | \$26,045 | \$22,041 | \$28,047 |
| Library Assistants, Clerical | 110 | \$24,460 | \$17,352 | \$28,015 |
| Loan Interviewers and Clerks | 200 | \$29,998 | \$22,734 | \$33,630 |
| New Accounts Clerks | 60 | \$26,282 | \$22,592 | \$28,127 |
| Order Clerks | 310 | \$29,399 | \$20,955 | \$33,621 |
| Human Resources Assistants, Except Payroll and Timekeeping | 260 | \$34,636 | \$25,905 | \$39,002 |
| Receptionists and Information Clerks | 1,910 | \$23,831 | \$17,963 | \$26,765 |
| Information and Record Clerks, All Other | 120 | \$29,700 | \$19,532 | \$34,785 |
| Material Recording, Scheduling, Dispatching, and Distributing Workers | 6,390 | \$29,634 | \$17,012 | \$35,945 |
| Cargo and Freight Agents | 190 | \$35,718 | \$22,211 | \$42,472 |
| Couriers and Messengers | 140 | \$22,930 | \$17,073 | \$25,858 |
| Police, Fire, and Ambulance Dispatchers | 140 | \$36,728 | \$28,560 | \$40,813 |
| Dispatchers, Except Police, Fire, and Ambulance | 400 | \$35,264 | \$25,921 | \$39,936 |
| Postal Service Clerks | 90 | \$55,185 | \$50,971 | \$57,292 |
| Postal Service Mail Carriers | 490 | \$50,098 | \$39,768 | \$55,263 |
| Postal Service Mail Sorters, Processors, & Processing Machine Operators | 210 | \$46,377 | \$31,902 | \$53,614 |
| Production, Planning, and Expediting Clerks | 420 | \$43,169 | \$28,721 | \$50,394 |
| Shipping, Receiving, and Traffic Clerks | 1,500 | \$28,191 | \$19,696 | \$32,438 |
| Stock Clerks and Order Fillers | 2,640 | \$20,903 | \$14,847 | \$23,931 |

| Occupational Title | Estimated Employment | Mean | Entry | Experienced |
|---------------------------------------------------------------|----------------------|----------|----------|-------------|
| Weighers, Measurers, Checkers, and Samplers, Recordkeeping | 130 | \$30,579 | \$22,689 | \$34,523 |
| Secretaries and Administrative Assistants | 5,930 | \$30,824 | \$22,587 | \$34,942 |
| Executive Secretaries and Administrative Assistants | 1,430 | \$35,918 | \$27,664 | \$40,045 |
| Legal Secretaries | 320 | \$36,067 | \$26,829 | \$40,685 |
| Medical Secretaries | 850 | \$29,519 | \$21,759 | \$33,399 |
| Secretaries, Except Legal, Medical, and Executive | 3,340 | \$28,465 | \$21,301 | \$32,047 |
| Other Office and Administrative Support Workers | 6,590 | \$26,048 | \$17,713 | \$30,215 |
| Computer Operators | 170 | \$34,968 | \$24,980 | \$39,962 |
| Data Entry Keyers | 840 | \$30,956 | \$25,015 | \$33,926 |
| Word Processors and Typists | 60 | \$29,715 | \$22,241 | \$33,451 |
| Insurance Claims and Policy Processing Clerks | 650 | \$29,237 | \$21,474 | \$33,119 |
| Mail Clerks and Mail Machine Operators, Except Postal Service | 220 | \$26,027 | \$18,843 | \$29,619 |
| Office Clerks, General | 4,370 | \$24,175 | \$16,297 | \$28,114 |
| Office Machine Operators, Except Computer | 130 | \$21,658 | \$17,352 | \$23,810 |

| Occupational Title | Estimated Employment | Mean | Entry | Experienced |
|-------------------------------------------------------------------------------|----------------------|----------|----------|-------------|
| Construction and Extraction Occupations | 9,870 | \$43,000 | \$26,915 | \$51,042 |
| Supervisors, Construction and Extraction Workers | 920 | \$54,322 | \$38,141 | \$62,413 |
| First-Line Supervisors/Managers of Construction Trades and Extraction Workers | 920 | \$54,322 | \$38,141 | \$62,413 |
| Construction Trades Workers | 7,590 | \$44,056 | \$28,405 | \$51,881 |
| Brickmasons and Blockmasons | 160 | \$55,519 | \$41,430 | \$62,563 |
| Carpenters | 1,180 | \$38,519 | \$28,738 | \$43,409 |
| Carpet Installers | 180 | \$35,746 | \$24,295 | \$41,471 |
| Cement Masons and Concrete Finishers | 360 | \$36,368 | \$27,847 | \$40,628 |
| Construction Laborers | 890 | \$40,562 | \$26,456 | \$47,615 |
| Paving, Surfacing, and Tamping Equipment Operators | 80 | \$31,380 | \$23,847 | \$35,146 |
| Operating Engineers and Other Construction Equipment Operators | 700 | \$44,279 | \$28,342 | \$52,248 |
| Electricians | 1,170 | \$54,580 | \$37,418 | \$63,161 |
| Glaziers | 70 | \$36,899 | \$28,330 | \$41,183 |
| Painters, Construction and Maintenance | 400 | \$41,468 | \$27,810 | \$48,297 |
| Plumbers, Pipefitters, and Steamfitters | 1,170 | \$52,629 | \$37,458 | \$60,214 |
| Roofers | 320 | \$33,859 | \$23,014 | \$39,282 |
| Sheet Metal Workers | 490 | \$42,963 | \$28,886 | \$50,002 |
| Helpers, Construction Trades | 480 | \$25,685 | \$16,472 | \$30,291 |
| Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters | 140 | \$31,746 | \$23,456 | \$35,891 |
| Other Construction and Related Workers | 880 | \$31,392 | \$23,181 | \$35,498 |
| Construction and Building Inspectors | 50 | \$47,350 | \$37,198 | \$52,426 |
| Highway Maintenance Workers | 440 | \$31,551 | \$24,783 | \$34,935 |
| Septic Tank Servicers and Sewer Pipe Cleaners | 60 | \$40,084 | \$37,244 | \$41,504 |
| Construction and Related Workers, All Other | 80 | \$24,792 | \$18,986 | \$27,694 |

| Occupational Title | Estimated Employment | Mean | Entry | Experienced |
|--------------------------------------------------------------------------|----------------------|----------|----------|-------------|
| Installation, Maintenance, and Repair Occupations | 10,190 | \$40,062 | \$25,356 | \$47,415 |
| Supervisors of Installation, Maintenance, and Repair Workers | 900 | \$56,608 | \$40,766 | \$64,528 |
| First-Line Supervisors/Managers of Mechanics, Installers, and Repairers | 900 | \$56,608 | \$40,766 | \$64,528 |
| Electrical and Electronic Equipment Mechanics, Installers, and Repairers | 1,460 | \$44,247 | \$28,676 | \$52,033 |
| Electric Motor, Power Tool, and Related Repairers | 110 | \$37,999 | \$25,245 | \$44,377 |
| Vehicle and Mobile Equipment Mechanics, Installers, and Repairers | 3,120 | \$36,446 | \$24,328 | \$42,505 |
| Aircraft Mechanics and Service Technicians | 130 | \$57,789 | \$50,465 | \$61,451 |
| Automotive Body and Related Repairers | 350 | \$35,239 | \$24,797 | \$40,461 |
| Automotive Service Technicians and Mechanics | 1,190 | \$36,129 | \$25,232 | \$41,577 |

| Occupational Title | Estimated Employment | Mean | Entry | Experienced |
|-----------------------------------------------------------------------|----------------------|----------|----------|-------------|
| Bus and Truck Mechanics and Diesel Engine Specialists | 620 | \$38,653 | \$27,358 | \$44,301 |
| Mobile Heavy Equipment Mechanics, Except Engines | 200 | \$42,332 | \$31,947 | \$47,525 |
| Tire Repairers and Changers | 270 | \$23,648 | \$17,220 | \$26,862 |
| Other Installation, Maintenance, and Repair Occupations | 4,710 | \$37,984 | \$24,568 | \$44,692 |
| Control and Valve Installers and Repairers, Except Mechanical Door | 50 | \$56,039 | \$48,154 | \$59,981 |
| Heating, Air Conditioning, and Refrigeration Mechanics and Installers | 610 | \$39,343 | \$26,397 | \$45,815 |
| Home Appliance Repairers | 70 | \$38,896 | \$26,542 | \$45,073 |
| Industrial Machinery Mechanics | 660 | \$44,304 | \$28,317 | \$52,298 |
| Maintenance and Repair Workers, General | 2,120 | \$36,343 | \$25,366 | \$41,832 |
| Maintenance Workers, Machinery | 150 | \$37,114 | \$29,387 | \$40,978 |
| Millwrights | 170 | \$48,885 | \$40,778 | \$52,938 |
| Medical Equipment Repairers | 90 | \$40,224 | \$27,675 | \$46,499 |
| Locksmiths and Safe Repairers | 60 | \$30,423 | \$25,644 | \$32,812 |
| Helpers--Installation, Maintenance, and Repair Workers | 260 | \$20,407 | \$15,412 | \$22,905 |
| Installation, Maintenance, and Repair Workers, All Other | 50 | \$34,687 | \$25,664 | \$39,198 |

| Occupational Title | Estimated Employment | Mean | Entry | Experienced |
|-----------------------------------------------------------------------------------------------------------|----------------------|----------|----------|-------------|
| Production Occupations | 31,220 | \$34,197 | \$20,984 | \$40,804 |
| Supervisors, Production Workers | 1,880 | \$52,285 | \$34,656 | \$61,099 |
| First-Line Supervisors/Managers of Production and Operating Workers | 1,880 | \$52,285 | \$34,656 | \$61,099 |
| Assemblers and Fabricators | 8,780 | \$35,112 | \$21,383 | \$41,976 |
| Coil Winders, Tapers, and Finishers | 60 | \$29,865 | \$28,126 | \$30,735 |
| Electrical and Electronic Equipment Assemblers | 720 | \$28,330 | \$17,720 | \$33,635 |
| Electromechanical Equipment Assemblers | 190 | \$33,236 | \$22,475 | \$38,616 |
| Engine and Other Machine Assemblers | 110 | \$34,598 | \$27,232 | \$38,281 |
| Structural Metal Fabricators and Fitters | 310 | \$31,019 | \$21,439 | \$35,809 |
| Fiberglass Laminators and Fabricators | 190 | \$32,025 | \$24,734 | \$35,670 |
| Team Assemblers | 4,880 | \$29,255 | \$20,387 | \$33,689 |
| Assemblers and Fabricators, All Other | 2,310 | NA | NA | NA |
| Food Processing Workers | 740 | \$29,812 | \$19,936 | \$34,751 |
| Bakers | 150 | \$24,370 | \$17,347 | \$27,882 |
| Butchers and Meat Cutters | 290 | \$30,177 | \$21,142 | \$34,694 |
| Metal Workers and Plastic Workers | 8,650 | \$33,962 | \$24,500 | \$38,693 |
| Numerical Tool and Process Control Programmers | 50 | \$68,242 | \$30,215 | \$87,256 |
| Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic | 890 | \$34,448 | \$24,726 | \$39,308 |
| Rolling Machine Setters, Operators, and Tenders, Metal and Plastic | 70 | \$47,156 | \$39,595 | \$50,937 |
| Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic | 890 | \$28,872 | \$22,370 | \$32,123 |
| Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic | 120 | \$32,720 | \$26,639 | \$35,761 |
| Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic | 390 | \$28,993 | \$21,458 | \$32,761 |
| Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic | 360 | \$34,714 | \$27,342 | \$38,400 |
| Milling & Planing Machine Setters, Operators, & Tenders, Metal and Plastic | 60 | \$38,840 | \$28,518 | \$44,001 |
| Machinists | 1,600 | \$34,876 | \$27,009 | \$38,809 |
| Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic | 530 | \$32,027 | \$24,936 | \$35,572 |
| Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic | 500 | \$29,956 | \$20,025 | \$34,921 |
| Tool and Die Makers | 740 | \$45,275 | \$30,047 | \$52,889 |
| Welders, Cutters, Solderers, and Brazers | 1,070 | \$31,460 | \$24,015 | \$35,182 |
| Printing Workers | 600 | \$33,944 | \$24,790 | \$38,521 |
| Bindery Workers | 130 | \$31,781 | \$24,496 | \$35,424 |

| | | | | |
|--------------------------------------------------------------------------------------|-------|----------|----------|----------|
| Prepress Technicians and Workers | 110 | \$34,233 | \$25,232 | \$38,734 |
| Printing Machine Operators | 300 | \$34,461 | \$24,297 | \$39,544 |
| Textile, Apparel, and Furnishings Workers | 1,770 | \$22,159 | \$16,601 | \$24,937 |
| Laundry and Dry-Cleaning Workers | 330 | \$19,573 | \$16,662 | \$21,028 |
| Pressers, Textile, Garment, and Related Materials | 60 | \$19,866 | \$14,198 | \$22,701 |
| Sewing Machine Operators | 850 | \$19,479 | \$16,094 | \$21,171 |
| Tailors, Dressmakers, and Custom Sewers | 110 | \$20,178 | \$17,426 | \$21,554 |
| Upholsterers | 180 | \$30,503 | \$21,730 | \$34,890 |
| Woodworkers | 620 | \$29,436 | \$23,054 | \$32,626 |
| Cabinetmakers and Bench Carpenters | 480 | \$30,218 | \$24,746 | \$32,954 |
| Woodworking Machine Setters, Operators, and Tenders, Except Sawing | 80 | \$27,304 | \$19,740 | \$31,087 |
| Plant and System Operators | 190 | \$41,977 | \$27,862 | \$49,035 |
| Stationary Engineers and Boiler Operators | 60 | \$46,061 | \$27,872 | \$55,155 |
| Water and Liquid Waste Treatment Plant and System Operators | 120 | \$39,673 | \$27,196 | \$45,911 |
| Other Production Occupations | 8,000 | \$32,472 | \$19,198 | \$39,109 |
| Grinding and Polishing Workers, Hand | 250 | \$30,240 | \$25,667 | \$32,526 |
| Mixing and Blending Machine Setters, Operators, and Tenders | 220 | \$36,994 | \$27,465 | \$41,758 |
| Cutting and Slicing Machine Setters, Operators, and Tenders | 190 | \$33,472 | \$22,891 | \$38,763 |
| Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders | 270 | \$41,829 | \$27,179 | \$49,154 |
| Inspectors, Testers, Sorters, Samplers, and Weighers | 1,610 | \$31,625 | \$21,570 | \$36,652 |
| Dental Laboratory Technicians | 200 | \$33,946 | \$23,470 | \$39,183 |
| Packaging and Filling Machine Operators and Tenders | 540 | \$31,103 | \$21,683 | \$35,813 |
| Painters, Transportation Equipment | 170 | \$38,132 | \$29,258 | \$42,568 |
| Painting, Coating, and Decorating Workers | 90 | \$23,084 | \$18,065 | \$25,593 |
| Photographic Processing Machine Operators | 70 | \$21,781 | \$16,896 | \$24,224 |
| Molders, Shapers, and Casters, Except Metal and Plastic | 60 | \$25,593 | \$20,163 | \$28,307 |
| Paper Goods Machine Setters, Operators, and Tenders | 120 | \$28,095 | \$19,840 | \$32,223 |
| Helpers--Production Workers | 2,040 | \$20,532 | \$15,980 | \$22,808 |

| Occupational Title | Estimated Employment | Mean | Entry | Experienced |
|-----------------------------------------------------------------------------------------------------|----------------------|----------|----------|-------------|
| Transportation and Material Moving Occupations | 19,070 | \$32,175 | \$17,665 | \$39,430 |
| Supervisors, Transportation and Material Moving Workers | 750 | \$44,206 | \$29,321 | \$51,649 |
| First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand | 370 | \$39,676 | \$26,517 | \$46,255 |
| First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators | 380 | \$48,691 | \$32,933 | \$56,570 |
| Motor Vehicle Operators | 7,970 | \$34,497 | \$20,816 | \$41,338 |
| Bus Drivers, School | 560 | \$29,827 | \$18,425 | \$35,528 |
| Driver/Sales Workers | 460 | \$21,663 | \$14,192 | \$25,399 |
| Truck Drivers, Heavy and Tractor-Trailer | 4,840 | \$39,789 | \$28,155 | \$45,606 |
| Truck Drivers, Light or Delivery Services | 1,630 | \$28,018 | \$16,105 | \$33,975 |
| Taxi Drivers and Chauffeurs | 130 | \$20,428 | \$16,405 | \$22,440 |
| Motor Vehicle Operators, All Other | 240 | \$15,461 | \$14,321 | \$16,032 |
| Other Transportation Workers | 300 | \$20,931 | \$14,355 | \$24,220 |
| Parking Lot Attendants | 130 | \$17,701 | \$14,296 | \$19,404 |
| Material Moving Workers | 9,570 | \$25,063 | \$16,357 | \$29,415 |
| Conveyor Operators and Tenders | 60 | \$31,275 | \$21,730 | \$36,048 |
| Crane and Tower Operators | 180 | \$53,340 | \$41,947 | \$59,036 |
| Industrial Truck and Tractor Operators | 960 | \$30,836 | \$23,538 | \$34,485 |
| Cleaners of Vehicles and Equipment | 900 | \$19,886 | \$14,159 | \$22,750 |
| Laborers and Freight, Stock, and Material Movers, Hand | 5,080 | \$24,705 | \$16,468 | \$28,823 |
| Machine Feeders and Offbearers | 370 | \$25,234 | \$16,936 | \$29,382 |
| Packers and Packagers, Hand | 1,760 | \$21,702 | \$15,937 | \$24,585 |
| Refuse and Recyclable Material Collectors | 180 | \$31,138 | \$27,433 | \$32,991 |

APPENDICES

APPENDIX A. Commuting Patterns of the Region

| <i>Working IN:</i> | <i>Traveling From:</i> | <i>Number of Commuters:</i> |
|----------------------|---------------------------------------|-----------------------------|
| Central NEI Counties | Central Counties (intra-commute) | 10,728 |
| | other NEI counties | 18,930 |
| | other Indiana counties: | 4,798 |
| | out-of-state: | 3,316 |
| | Total Commuting into central counties | 37,772 |

| <i>Traveling From :</i> | <i>Working in:</i> | <i>Number of Commuters:</i> |
|-------------------------|-----------------------------------------|-----------------------------|
| Central NEI Counties | Central Counties (intra-commute) | 15,692 |
| | other NEI counties | 7,364 |
| | other Indiana counties: | 5,178 |
| | out-of-state: | 6,218 |
| | Total Commuting out of central counties | 34,452 |

Note: Sources for this data (IBRC, who analyze State Dept of Revenue data) report that unexplained numbers of out-of-state commuters are observed for 2008 data. CRI notes that this increase is not observed in contiguous state commuting. IBRC will continue to investigate this as a possible error in the data.

| <i>Working IN:</i> | <i>Traveling From:</i> | <i>Number of Commuters:</i> |
|--------------------|------------------------------|-----------------------------|
| ADAMS COUNTY | Adams | - |
| | Allen | 871 |
| | Wells | 760 |
| | Whitley | 25 |
| | Total Central commuting | 1,656 |
| | from other NEI counties: | 162 |
| | from other Indiana counties: | 1,065 |
| | from out-of-state: | 745 |
| | Total | 3,628 |

| <i>Traveling From :</i> | <i>Working in:</i> | <i>Number of Commuters:</i> |
|-------------------------|----------------------------|-----------------------------|
| ADAMS COUNTY | Adams | - |
| | Allen | 2,308 |
| | Wells | 712 |
| | Whitley | 19 |
| | Total Central commuting | 3,039 |
| | to other NEI counties: | 113 |
| | to other Indiana counties: | 434 |
| | to out-of-state: | 576 |
| | Total | 4,162 |

| <i>Working IN:</i> | <i>Traveling From:</i> | <i>Number of Commuters:</i> |
|--------------------|------------------------------|-----------------------------|
| ALLEN COUNTY | Adams | 2,308 |
| | Allen | - |
| | Wells | 3,651 |
| | Whitley | 4,973 |
| | Total Central commuting | 10,932 |
| | from other NEI counties: | 11,723 |
| | from other Indiana counties: | 2,344 |
| | from out-of-state: | 2,376 |
| | Total Commuting Into | 27,375 |

| <i>Traveling From :</i> | <i>Working in:</i> | <i>Number of Commuters:</i> |
|-------------------------|----------------------------|-----------------------------|
| ALLEN COUNTY | Adams | 871 |
| | Allen | - |
| | Wells | 680 |
| | Whitley | 1,630 |
| | Total Central commuting | 3,181 |
| | to other NEI counties: | 5,210 |
| | to other Indiana counties: | 2,512 |
| | to out-of-state: | 4,803 |
| | Total Commuting Out of | 15,706 |

| Working IN: | Traveling From: | Number of Commuters: |
|--------------------|----------------------------|-----------------------------|
| WELLS COUNTY | Adams | 712 |
| | Allen | 680 |
| | Wells | - |
| | Whitley | 24 |
| | Total Central commuting | 1,416 |
| | from other NEI counties: | 628 |
| | to other Indiana counties: | 877 |
| | to out-of-state: | 131 |
| | Total | 3,052 |

| Traveling From : | Working in: | Number of Commuters: |
|-------------------------|----------------------------|-----------------------------|
| WELLS COUNTY | Adams | 760 |
| | Allen | 3,651 |
| | Wells | - |
| | Whitley | 39 |
| | Total Central commuting | 4,450 |
| | to other NEI counties: | 683 |
| | to other Indiana counties: | 418 |
| | to out-of-state: | 311 |
| | Total | 5,862 |

| Working IN: | Traveling From: | Number of Commuters: |
|--------------------|----------------------------|-----------------------------|
| WHITLEY COUNTY | Adams | 19 |
| | Allen | 1,630 |
| | Wells | 39 |
| | Whitley | - |
| | Total Central commuting | 1,688 |
| | from other NEI counties: | 1,453 |
| | to other Indiana counties: | 512 |
| | to out-of-state: | 64 |
| | Total | 3,717 |

| Traveling From : | Working in: | Number of Commuters: |
|-------------------------|----------------------------|-----------------------------|
| WHITLEY COUNTY | Adams | 25 |
| | Allen | 4,973 |
| | Wells | 24 |
| | Whitley | - |
| | Total Central commuting | 5,022 |
| | to other NEI counties: | 1,358 |
| | to other Indiana counties: | 1,814 |
| | to out-of-state: | 528 |
| | Total | 8,722 |

APPENDIX B. Survey Instrument

Below is a copy of the paper version of the survey. Companies were given the option of taking the survey electronically, which was available at the Community Research Institute's website, or contacting the Community Research Institute to request a paper version. Both the electronic and paper versions of the survey had the same questions. However, the electronic survey included skip logic so that if a company replied in a certain way to one or more questions they could skip related questions if it did not pertain to their benefit package.

2010 NORTHEAST INDIANA FRINGE BENEFIT SURVEY

Please feel confident that the benefit data and responses to open-ended questions will remain confidential. Although you are asked for the number of employees by company name in order to complete the major employers list for each county and the region, all individual benefit data will never be disclosed.

- In order to provide information to companies such as yours, the major users of this report, we are collecting information for two types of employees-exempt or salaried, and by non-exempt or hourly paid. If your company provides different benefits for these classifications, please use the left hand side for salaried and the right hand side for hourly. Opportunities exist within each of the survey categories to indicate that responses are the same for each classification.
- The final report will provide separate reports based on type of employee, by type of business, and by geography, if sufficient responses are received.
- Final Report(s) will be available at the CRI web site, or by contacting your county's economic development office.

A. DEMOGRAPHICS

Company Name: _____

Current Number Employed at this location: _____ (do not include any laid off employees)

Current Number of Full Time: _____ Current Number of Part-Time: _____

Temporary or Seasonal Employment Expected in 2010 (approx): _____ people for _____ months.

Business Description (or Primary NAICS Code if known) : _____

Which person or department should these surveys be directed to in the future:

E-mail of appropriate person or department: _____

B. LEAVES

1. **PAID TIME OFF (PTO)** - a "resource" of hours or days that an employee can draw from to take time off.

CHECK HERE IF PTO IS OFFERED. If vacation and sick leave are offered separately, please proceed to Question B2.

| If yes, how many PTO days per year for | Salaried or Exempt | Hourly or Non-Exempt |
|------------------------------------------------------------------------------------------------------------------------|--------------------|----------------------|
| <input type="radio"/> check here if benefits are the same for both classifications and then skip the non-exempt | | |
| 1 year of service | | |
| 5 years of service: | | |
| 10 years of service: | | |
| 20 years of service: | | |
| FOR PTO plans only: Please indicate if the following leaves are included as part of your PTO plan | | |
| Are holidays included in your PTO? | Yes or No | Yes or No |
| Is funeral leave included in your PTO? | Yes or No | Yes or No |
| Is jury duty included in your PTO? | Yes or No | Yes or No |
| Is time-off as witness included in your PTO? | Yes or No | Yes or No |

This survey is printed on both sides of the paper.

If you offered PTO, please skip vacation and sick leave sections below, and proceed to Question B4.

2. PAID VACATION Please check if the benefit is offered

| If yes, how many paid vacation days per year for | Salaried or Exempt | Hourly or Non-Exempt |
|-----------------------------------------------------------------------------------------------------------------------|--------------------|----------------------|
| <input type="radio"/> <i>check here if benefits are the same for both classification and then skip the non-exempt</i> | | |
| 1 year of service: | | |
| 5 years of service: | | |
| 10 years of service | | |
| 20 years of service | | |

3. PAID SICK LEAVE Please check if the benefit is offered

| If yes, how many sick leave days per year for | Salaried or Exempt | Hourly or Non-Exempt |
|------------------------------------------------------------------------------------------------------------------------|--------------------|----------------------|
| <input type="radio"/> <i>check here if benefits are the same for both classifications and then skip the non-exempt</i> | | |
| 1 year of service: | | |
| 5 years of service: | | |
| 10 years of service | | |
| 20 years of service | | |

4. OTHER PAID LEAVE Please check each benefit if offered

| | Salaried or Exempt | Hourly or Non-Exempt |
|------------------------------------------------------------------------------------------------------------------------|--------------------|----------------------|
| <input type="radio"/> <i>check here if benefits are the same for both classifications and then skip the non-exempt</i> | | |
| PAID HOLIDAYS-if yes, how many days per year (please exclude this question if part of PTO above) : | | |
| PAID FUNERAL LEAVE?(please exclude this question if part of PTO above) | Yes or No | Yes or No |
| PAID JURY DUTY?(please exclude this question if part of PTO above) | Yes or No | Yes or No |
| PAID TIME OFF AS WITNESS (please exclude this question if part of PTO above) | Yes or No | Yes or No |
| PAID PERSONAL DAYS(please exclude this question if part of PTO above) If yes, how many paid personal days per year? | Yes or No _____ | Yes or No _____ |

Do you offer any of these paid days off to part-time employees? **Yes or No or Not Known** If offered, please circle which types: vacation, sick leave, holidays, funeral/bereavement, jury duty, witness, personal days.

C.HEALTH/MEDICAL and other INSURANCE Please indicate if these types of insurance are available, and whether the Company pays or Employee pays for the plan/premiums, or if the cost is Shared.

This is abbreviated as C—E—S.

| Type of Insurance | Salaried/exempt | | Hourly/nonexempt | |
|------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|------------------------------------------------|-------------------------------------------------------------------------|---------------------------------------------|
| <input type="radio"/> <i>check here if benefits are the same for both classifications and then skip the non-exempt</i> | | | | |
| HEALTH/MEDICAL Insurance | Check if available to salary/exempt Yes <input type="checkbox"/> | Who pays for employee? (please circle)C—E—S | Check if available to hourly/non-exempt Yes <input type="checkbox"/> | Who pays for employee? (please circle)C—E—S |
| | Who pays for dependent? (please circle) C—E—S or Not Offered | | Who pays for dependent? (please circle) C—E—S or Not Offered | |

| | | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|--------------------------------------------------------|-------------------------------------------------------------------------|-------------------------------------------------|
| Health/Medical, continued: If Yes, does medical insurance cover pre-existing conditions Yes or No or Not Known If Yes, do you offer options, such as a choice among type of provider, such as Preferred Provider Organization(PPO), Health Maintenance Organization(HMO) Yes or No or Not Known Does your company offer Health Savings Accounts (HSA) Yes or No | | | | |
| | Salaried/exempt | | Hourly/nonexempt | |
| DENTAL Insurance | Check if available to salary/exempt Yes <input type="checkbox"/> | Who pays for employee? (please circle) C---E---S | Check if available to hourly/non-exempt Yes <input type="checkbox"/> | Who pays for employee? (please circle)C---E---S |
| | Who pays for dependent? (please circle) C---E---S or Not Offered | | Who pays for dependent? (please circle) C---E---S or Not Offered | |
| VISION-Eyewear | Check if available to salary/exempt Yes <input type="checkbox"/> | Who pays for employee? (please circle) C---E---S | Check if available to hourly/non-exempt Yes <input type="checkbox"/> | Who pays for employee? (please circle)C---E---S |
| | Who pays for dependent? (please circle) C---E---S or Not Offered | | Who pays for dependent? (please circle) C---E---S or Not Offered | |
| LIFE Insurance | Check if available to salary/exempt Yes <input type="checkbox"/> | Who pays for employee? (please circle) C---E---S | Check if available to hourly/non-exempt Yes <input type="checkbox"/> | Who pays for employee? (please circle)C---E---S |
| | Who pays for dependent? (please circle) C---E---S or Not Offered | | Who pays for dependent? (please circle) C---E---S or Not Offered | |
| DISABILITY-Short term | Check if available to salary/exempt Yes <input type="checkbox"/> | Who pays for employee? (please circle) C---E---S | Check if available to hourly/non-exempt Yes <input type="checkbox"/> | Who pays for employee? (please circle)C---E---S |
| | Who pays for dependent? (please circle) C---E---S or Not Offered | | Who pays for dependent? (please circle) C---E---S or Not Offered | |
| DISABILITY-Long term | Check if available to salary/exempt Yes <input type="checkbox"/> | Who pays for employee? (please circle) C---E---S | Check if available to hourly/non-exempt Yes <input type="checkbox"/> | Who pays for employee? (please circle)C---E---S |
| | Who pays for dependent? (please circle) C---E---S or Not Offered | | Who pays for dependent? (please circle) C---E---S or Not Offered | |
| Accidental Death & Dismemberment | Check if available to salary/exempt Yes <input type="checkbox"/> | Who pays for employee? (please circle) C---E---S | Check if available to hourly/non-exempt Yes <input type="checkbox"/> | Who pays for employee? (please circle)C---E---S |
| | Who pays for dependent? (please circle) C---E---S or Not Offered | | Who pays for dependent? (please circle) C---E---S or Not Offered | |
| Does your company offer either a separate Prescription Plan or a Prescription plan as part of an insurance plan? Yes or No or Not Known | | | | |
| If yes, who is covered by the prescription plan and who pays for the plan? (circle) | | | | |
| Employee | | C---E---S | | |
| Dependent | | C---E---S or Not Offered or available to dependents | | |

Do you offer any of these insurance plans to part-time employees? Yes or No Who Pays? C-E-S
 IF YES, WHICH TYPES? _____

Do you offer any of these insurance plans to retired employees? Yes or No Who Pays? C-E(retiree)-S
 IF YES, WHICH TYPES? _____



D. RETIREMENT BENEFITS:

Please Circle:

| | Salaried or Exempt | Hourly or Non-Exempt |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|----------------------|
| <input type="radio"/> <i>check here if benefits are the same for both classifications and then skip the non-exempt</i> | | |
| Does your company offer a defined benefit pension plan, also known as "traditional pension plan"? | Yes or No | Yes or No |
| Does your company offer a defined contribution plan, such as 401(k) or 403(b) plan, profit-sharing plan*, employee stock ownership plan* *these plans could include a 401(k) | Yes or No | Yes or No |
| If yes— Does the company contribute to each employee's defined contribution account, regardless of employee contribution? | Yes or No | Yes or No |
| Does the company match any part of the employee's contribution? | Yes or No | Yes or No |
| •Does your company offer a Payroll Deduction IRA as a retirement plan? (only employees make contributions) | Yes or No | Yes or No |
| •Does your company offer a SEP (Simplified Employee Pension) IRA as a retirement plan? (employer makes contributions to each employee's IRA) | Yes or No | Yes or No |
| •Does your company offer another retirement plan, such as a SARSEP, Designated Roth Account, Money Purchase Plan? | Yes or No | Yes or No |
| Do you offer any retirement plans to part-time employees? Yes or No or Not Known | | |

E. OTHER BENEFITS:

check here if benefits are the same for both classifications and then skip the non-exempt/hourly
Does your company offer:

| Please Circle: | Salaried/Exempt | Hourly/Non-Ex. |
|----------------------------------------------------------|-----------------|----------------|
| •Bonus: | Yes or No | Yes or No |
| If yes, please answer the following questions: | | |
| Are bonuses based on company profitability? | Yes or No | Yes or No |
| Are they based on Individual Performance? | Yes or No | Yes or No |
| Is the bonus an Annual Holiday Bonus or similar? | Yes or No | Yes or No |
| •Career Development | Yes or No | Yes or No |
| In-house | Yes or No | Yes or No |
| Off-site | Yes or No | Yes or No |
| •Childcare | Yes or No | Yes or No |
| •Employee Assistance Programs | Yes or No | Yes or No |
| •Employee Stock Ownership Plan | Yes or No | Yes or No |
| •Flexible Spending Accounts | Yes or No | Yes or No |
| •Flexible Work Schedule | Yes or No | Yes or No |
| • Premium Pay for Overtime (above mandated overtime pay) | Yes or No | Yes or No |
| • Premium Paid Shift Differential | Yes or No | Yes or No |

| | Salaried/Exempt | Hourly/Non-Ex. |
|----------------------------------|-----------------|----------------|
| •Pre-Paid Legal | Yes or No | Yes or No |
| •Tuition Program | Yes or No | Yes or No |
| •Wellness Incentives or Programs | Yes or No | Yes or No |
| •Other-Please indicate: | _____ | _____ |

F. BENEFIT COST

What is your estimate of the average dollar value per employee of your company’s benefit package (insurance, paid leaves, retirement, and other)? If not known or easily estimated, please leave blank.

- Under \$1,000
 \$1,000-\$2,999
 \$3,000-\$4,999
 \$5,000-\$6,999
 \$7,000-\$8,999
 over \$9,000

What is your estimate of benefit value as a percent of wages? If not known or easily estimated, please leave blank.

What percent of total payroll is applied toward providing health/medical insurance? If not known or easily estimated, please leave blank. _____

G. GENERAL

Which of the following are factors when determining raises or wage adjustments at your company (at this northeast IN location)? With the understanding that most companies have not given raises recently, please indicate the factors that would be used by your company in normal economic conditions.

- No set pattern
 Cost of living
 Annual Adjustments
 Contract stipulation
 Performance
 Other
 Graduated wages - based on time in job or in meeting certain qualifications

Is any part of the company (at this location) covered by a labor agreement? Yes or No

If yes, which union(s)? _____

Has the company (at this location) had any union activity in the last year? Yes or No

Does your company (at this location) shut down any time during the year? Yes or No If yes, was it paid? Yes or No

H. OPEN ENDED QUESTIONS AND YOUR OPPORTUNITY FOR SUGGESTIONS

WorkOne Northeast is committed to funding training activities that produce workers with the specific skills, certifications, and/or degrees required by employers in the region. Please take a few minutes to answer the following questions which will assist WorkOne Northeast in identifying and developing training programs and strategies that will meet the needs of employers in northeast Indiana.

1. What are the three most critical job-specific skills that workers must possess to ensure success in the workplace (e.g. welding skills, quality skills, customer service skills, electrical skills, process engineering skills, others)?

2. What are the two most critical software/technology skills that workers must possess to be effective on the job (e.g. Excel, AutoCAD, Unigraphics, Outlook, others)

3. What jobs/positions are most difficult to fill with workers from northeast Indiana?

4. What specific skills are the most difficult to find in workers from northeast Indiana? What degrees or certifications do you require/prefer workers to possess?

5. Do you anticipate doing any hiring in 2010? If yes, about how many new positions do you anticipate hiring? About how many replacement positions would you anticipate hiring?

APPENDIX C. Map of EGR3

