

**1989 WAGE AND BENEFIT SURVEY RESULTS  
FOR COLUMBIANA, MAHONING, AND TRUMBULL COUNTIES**

**Prepared for**

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Warren Area Chamber of Commerce**

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## INTRODUCTION

The Regional Growth Alliance, the Youngstown Area, and Warren Area Chambers of Commerce, in conjunction with the Center for Urban Studies at Youngstown State University conducted a comprehensive study of wages and benefits in the tri-county area of Mahoning, Columbiana, and Trumbull. A list of manufacturers was compiled from the Center's 1989 Harris database file. A list of warehouse and storage facilities was taken from county telephone directories. The surveys were color coded to determine county responsiveness. The first mailing of surveys was conducted in May, but because of lack of response, a second mailing was repeated in June. Follow-up telephone contacts were carried out through the month of July to ensure a minimum required responses.

### Methodology and Findings

Occupations were selected and categorized according to the 1980 Occupation Classification System Book. Initially, 1,030 surveys were mailed out. Thirty-eight were returned marked "Authorized Time For Forwarding Expired" and others returned indicated firms had gone out of business. The remaining number of companies equaled 986 firms surveyed. A total of 151 firms responded to the survey, representing a 15 percent return rate. The counties' response percentages are as follows: Columbiana--17.2%, Mahoning--45.7%, and Trumbull--37.1%.

The Statistical Package for Social Sciences (SPSS) was used to perform correlations and frequency distributions. The average wage for each occupation was computed using the weighted-average method. A low-high range determined the maximum and minimum pay for each occupation. The following pages contain survey results.

## WAGE SURVEY RESULTS

Job Classification	Total Number of Employees	Weighted Average Wage	Wage Range Low to High
<b>Section 1a. Supervisory</b>			
Supervision of Production.....	267	\$12.84	\$ 3.35 to \$26.01
Inspectors and Testers.....	112	9.73	4.00 to 20.48
Mechanic and Repairers.....	96	11.09	5.00 to 20.48
Service Supervisor.....	1	18.47	17.79 to 19.15
<b>Section 1b. Precision Occupation</b>			
Millwrights.....	102	11.56	5.00 to 14.90
Tool and Die Makers.....	75	11.52	3.50 to 15.00
Extractors.....	2	14.30	9.56 to 19.04
Electricians.....	62	11.93	6.45 to 14.55
Carpenters.....	16	10.66	9.84 to 12.64
Precision Electrical and Electronic Assemblers.....	24	8.69	4.81 to 12.31
Pattern Makers and Model Makers, and Plastics.....	26	10.05	3.70 to 14.50
Layout Workers.....	12	11.06	12.16 to 12.96
Sheet Metal Workers.....	53	9.87	5.00 to 19.04
Precision Woodworking Occupation.....	2	5.00	3.35 to 10.00
Plant and System Operators.....	60	6.41	6.00 to 12.80
Assembly Machine.....	6	8.29	7.00 to 11.03
Press Maintenance/Die Setters.....	24	12.88	12.88 to 12.88
Line Mechanic.....	17	13.35	5.50 to 13.35
Assistant Operators.....	6	11.80	11.80 to 23.60
Separators/Screening.....	2	12.84	12.80 to 12.95
Service Technician.....	2	9.00	7.70 to 9.50
Quality Assurance Technician.....	2	9.03	8.50 to 9.70
Coil Transformer Technician.....	3	9.37	8.25 to 10.50
Power Assembly Technician.....	1	10.50	9.25 to 11.75
Clay Ware Casters.....	8	4.65	4.65 to 4.65
Clay Ware Finishers.....	10	4.65	4.65 to 4.65
Kiln Men.....	6	5.83	5.00 to 7.25
Batcher.....	1	4.65	4.65 to 4.65
Selectors.....	16	4.65	4.65 to 5.00
Engineering Technician.....	28	13.76	12.72 to 14.55
Sandblasters.....	5	6.30	5.00 to 7.50
Detailer.....	19	4.93	3.35 to 7.00
Log Cutter.....	4	6.67	5.00 to 6.73
Installers.....	2	6.00	5.00 to 8.00
Panel Builders.....	4	7.00	6.00 to 8.00
Glass Cutter.....	2	10.00	8.00 to 15.00
Painter.....	3	7.50	7.00 to 7.50
Van Converter.....	60	7.50	4.50 to 10.00
Technicians.....	10	5.00	3.75 to 5.00
Boiler Makers.....	7	12.49	12.20 to 12.79
Instrument Repair.....	10	12.79	12.49 to 13.08
Pipefitters.....	26	11.83	10.59 to 12.64

Job Classification	Total Number of Employees	Weighted Average Wage	Wage Range Low to High
<b>Section 1b. Continued</b>			
		<b>H O U R L Y</b>	<b>W A G E</b>
Lighter.....	4	\$11.50	\$11.29 to \$12.08
Electronic Technicians.....	21	12.03	4.81 to 25.00
Art Department Assistants.....	3	4.80	3.35 to 6.25
Decalers.....	32	4.75	3.50 to 6.00
Candy Makers.....	36	4.65	3.35 to 11.00
Electrical Coil Winders.....	16	10.00	5.00 to 12.00
Cabinet Makers.....	6	10.51	10.51 to 10.51
Burner.....	2	11.50	11.21 to 11.82
Crown Ridge Dental Technician.....	3	7.00	4.50 to 10.00
X-ray Interpreter.....	2	12.30	8.36 to 12.55
X-ray Operator.....	2	11.68	7.89 to 11.68
Engravers.....	1	8.00	5.00 to 9.00
Pattern Makers (wood).....	3	11.00	10.50 to 11.50
Bakers.....	4	7.00	6.00 to 9.00
Machinists.....	174	10.17	5.00 to 14.55
Plumbers.....	2	12.52	11.72 to 12.52

**Section 2. Operators, Fabricators, and Laborers--Metal and Plastic**

		<b>H O U R L Y</b>	<b>W A G E</b>
Welders and Cutters.....	147	10.08	5.00 to 13.57
Metal Assemblers.....	297	9.10	4.00 to 19.04
Solderers and Brazers.....	2	9.52	10.63 to 11.05
Plastic Working Machine Operators.....	52	4.15	3.50 to 9.30
Extruding Operator.....	43	6.81	4.50 to 8.23
Lath and Turning Machine Operators.....	130	10.76	3.35 to 13.29
Punching and Stamping Press Operators.....	257	9.23	3.50 to 12.22
Rolling Machine.....	53	10.58	5.50 to 12.50
Drilling and Boring.....	72	10.61	8.80 to 12.53
Grinding, Abrading, Buffing, and Polishing Machine.....	97	10.08	3.25 to 12.15
Forging Machine.....	46	9.82	5.37 to 14.75
Molding and Cast Machine Operator.....	39	8.44	4.50 to 11.35
Heat Treating Equipment Operator.....	33	10.72	8.20 to 12.49
Other Machine Operator Assorted Metal and Plastic Operators.....	372	10.25	3.25 to 12.35
Machine Assorted Metal/Plastic.....	42	10.31	6.05 to 13.00
Laborer/Helpers, Production Members.....	301	8.30	4.50 to 11.41
Concrete Workers.....	8	7.75	6.00 to 8.00
Roll Former.....	24	7.50	6.50 to 8.50
Blacksmith Apprentice.....	8	12.00	8.00 to 14.50
Blacksmith Journeyman.....	2	15.00	10.00 to 18.00
Furnace Worker.....	2	8.00	4.50 to 9.00
Pressman Helper.....	2	10.75	7.89 to 11.08
Milling Machine Operators.....	18	7.75	5.00 to 9.10

Job Classification	Total Number of Employees	Weighted Average Wage	Wage Range Low to High
<b>Section 2a. Machine Operators, Except Metals and Plastics</b>			
		<b>H O U R L Y</b>	<b>W A G E</b>
Wood Lathe, Routing, and Planing.....	12	6.04	3.75 to 10.50
Shaping and Joining.....	13	7.24	3.75 to 15.00
Cementing and Glue Machine Operators.....	5	4.44	3.75 to 5.00
Packaging and Filling Machine Operators.....	61	7.70	4.25 to 10.03
Painting Machine Operators.....	13	6.45	3.75 to 9.92
Washing, Cleaning, and Pickling Machine Operators.....	23	6.05	4.00 to 12.35
Crushing, Grinding, Slicing Operators.....	7	8.56	5.00 to 9.45
Other Machine Operators Assorted List.....	123	8.48	4.00 to 10.92
Food Preparers.....	1	3.35	3.35 to 3.35
Fabricators.....	2	5.00	4.00 to 5.00
Banding Machine.....	1	4.55	3.35 to 5.75
Bench Hands.....	3	9.63	5.50 to 9.83
<b>Section 3. Clerical and Administrative Support</b>			
		<b>H O U R L Y</b>	<b>W A G E</b>
Supervisor.....	45	10.62	2.50 to 25.00
Receptionist.....	33	6.28	3.35 to 11.00
Typists.....	22	6.63	2.50 to 9.50
Secretaries with Word Processing Skills.....	57	8.31	3.35 to 12.98
Secretaries.....	62	6.98	3.35 to 12.90
Bookkeepers, Accounting Clerks.....	88	7.48	3.35 to 14.16
Telephone Operators.....	9	5.37	4.00 to 9.57
Data Entry Operators.....	19	7.34	3.35 to 11.49
Switchboard Operators.....	3	9.00	5.75 to 10.00
Payroll and Timekeeping Clerks.....	25	8.56	4.00 to 11.22
Material Procurement, Receiving, Handling, and Distribution.....	59	9.51	3.35 to 17.20
Stock Clerks.....	19	9.72	4.00 to 12.81
Personnel Clerk.....	5	8.08	5.52 to 12.25
General Clerk.....	9	4.58	3.70 to 13.25
Accounts Payable Clerk.....	1	8.37	7.60 to 10.67
Fundraiser.....	1	4.00	3.75 to 4.00
Autocad.....	1	7.00	6.00 to 7.50
<b>Section 4. Service and Maintenance Occupations</b>			
		<b>H O U R L Y</b>	<b>W A G E</b>
Maintenance and Building Supervisor.....	19	10.08	4.50 to 17.91
Security.....	3	7.73	7.73 to 7.73
General Utility Repairers.....	38	9.85	3.50 to 12.43
Janitors and Cleaners.....	44	6.20	3.25 to 11.01
Plant Maintenance/Operation.....	8	9.78	8.78 to 10.28
Fleet Maintenance.....	7	9.97	8.97 to 10.47
<b>Section 5. Sales and Related Occupations</b>			
		<b>M O N T H L Y</b>	<b>S A L A R Y</b>
Supervisors.....	44	3,802.00	865.00 to 8,335.00
Sales Representatives.....	183	2,051.00	865.00 to 9,500.00
Advertising Agents.....	2	1,100.00	1,000.00 to 2,916.00
Counter Sales.....	6	583.00	580.00 to 1,640.00

Job Classification	Total Number of Employees	Weighted Average Wage	Wage Range Low to High
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**Section 6. Professional, Paraprofessional, and Technical**

		MONTHLY SALARY		
Customer Service.....	2	1,492.00	1,125.00 to	1,511.00
Computer Programmer.....	12	2,542.00	865.00 to	3,583.00
Metallurgical Engineers.....	19	3,333.00	2,150.00 to	3,900.00
Electrical Engineers.....	32	3,071.00	2,300.00 to	4,435.00
Drafters.....	65	2,390.00	692.00 to	3,260.00
Chemical Engineers.....	20	2,363.00	1,666.00 to	4,000.00
Industrial Engineers.....	16	2,730.00	1,372.00 to	4,000.00
Accountant.....	12	2,757.00	2,000.00 to	3,300.00
Plant Engineer.....	1	4,325.00	3,460.00 to	5,190.00
Certified Orthotist.....	2	2,162.00	1,989.00 to	3,200.00
Lab Technicians.....	7	1,569.00	900.00 to	1,712.00
Designer.....	1	4,000.00	2,916.00 to	4,000.00
Mechanical Engineer.....	70	3,609.00	2,100.00 to	4,875.00
Specialist.....	1	3,183.00	2,549.00 to	3,820.00
Estimator.....	27	2,470.00	1,667.00 to	3,042.00
Chief Engineer.....	1	3,456.00	2,900.00 to	4,072.00
Product Development.....	1	3,201.00	2,664.00 to	3,739.00
System Programmer.....	1	3,665.00	3,115.00 to	4,215.00
Computer Operator.....	5	1,658.00	1,142.00 to	2,235.00
Civil Engineer.....	5	3,330.00	2,340.00 to	4,875.00
Field Service Engineer.....	9	2,750.00	2,250.00 to	3,025.00
Manufacturing Engineer.....	5	2,455.00	2,100.00 to	2,970.00
Buyers.....	6	3,025.00	2,340.00 to	3,665.00
Tooling Engineer.....	1	1,600.00	1,600.00 to	1,600.00
Artist.....	1	1,666.00	1,666.00 to	1,666.00

**Section 7. Managerial and Administrative Occupation**

		MONTHLY SALARY		
Chief Executive Officer.....	80	5,584.00	1,000.00 to	21,500.00
Financial.....	32	3,565.00	475.00 to	7,250.00
Personnel and Labor Relations.....	22	3,832.00	1,211.00 to	5,360.00
Marketing and Public Relations.....	12	2,839.00	778.00 to	8,000.00
Purchasing Managers.....	33	2,349.00	640.00 to	5,605.00
General Manager.....	2	6,999.00	2,083.00 to	10,666.00

**Section 8. Transportation and Material Moving Occupation**

		HOURLY	WAGE
Truck Drivers (heavy) or Tractor Trailer*.....	246	14.05	5.00 to 35.00
Truck Drivers (light)*.....	26	7.91	3.50 to 11.56
Crane and Towers Operators.....	54	11.01	3.35 to 13.57
Material Moving Equipment Operators.....	105	10.83	3.35 to 14.42
Freight, Stock, and Material Movers.....	82	10.07	4.00 to 15.60
Dispatchers.....	17	9.68	2.50 to 19.50

\*Data excludes commissions paid.

Job Classification	Total Number of Employees	Weighted Average Wage	Wage Range Low to High
<b>Section 8. Transportation and Material Moving Occupation Continued</b>			
		<b>H O U R L Y</b>	<b>W A G E</b>
Hand Packers and Packagers.....	76	7.01	3.35 to 11.27
Lumber Stacker.....	2	4.79	4.25 to 4.94
Deracker Operator.....	2	7.47	5.75 to 12.00
Yardman.....	1	9.20	9.20 to 9.20
Kiln Car Builder.....	1	8.59	6.09 to 8.59
Outside Service Work.....	1	8.63	7.00 to 10.25
Distribution.....	5	15.38	12.82 to 17.88
Cooler Loadout Milk.....	13	9.48	8.98 to 9.60
Cooler Loadout Ice.....	8	9.48	7.72 to 9.47
Traffic Manager.....	3	20.00	13.00 to 25.00

**Part II.**

1. The total number of full-time personnel currently employed by your company.

The company employment sizes represented in this survey are indicated by the following percentages:

Small(1-19): 54.0% Medium(20-99): 33.1% Large(100-500): 9.9% No Answer: 3.3%

2. What is the average number of full-time employees serving in the following functions.

The percentage of employees fulfilling the following responsibilities are:

	<u>Administrative Percentage</u>	<u>Production Percentage</u>	<u>Research/Development Percentage</u>	<u>Warehouse/Wholesale Distribution Percentage</u>
1-5 Employees	59.3	21.3	15.9	15.9
6-20 Employees	18.7	28.0	1.4	4.0
21-99 Employees	3.3	19.3		.7
Over 100 Employees	.7	4.7		
No Answer	18.0	26.7	82.7	79.5

3. Did you employ part-time/temporary employees in 1988? Yes: 57.0%; No: 33.8%; No Answer: 9.2%

If yes, how many part-time employees? 1-10 part-time employees 97.1%  
31-41 part-time employees 2.9%

How many temporary employees? 1-10 temporary employees, 82.9%  
11-19 temporary employees, 10.3%  
41-50 temporary employees, 3.4%  
71-80 temporary employees, 3.4%

### Part III

1. What is your company's major Standard Industrial Code?

Major Standard Industrial Classification codes and response percentages are as follows:

20	Food Kindred Products.....	6.6%
24	Lumber and Wood Products.....	4.1%
26	Paper Products.....	1.4%
28	Chemical Allied Products.....	2.8%
29	Petroleum Refining & Related Industries.....	.7%
30	Rubber & Miscellaneous Plastic Products.....	1.4%
32	Stone, Clay, Glass & Concrete Products.....	10.3%
33	Primary Metals Industries.....	9.0%
34	Fabricated Metal Products.....	15.4%
35	Industrial Machinery and Equipment.....	15.6%
36	Electronic and Other Electric Equipment.....	4.8%
39	Miscellaneous Manufacturing Industries.....	7.5%
42	Trucking and Warehousing.....	11.5%
	No Answer.....	8.9%
	Total.....	100.0%

2. How long have you been in business?

Less than and equal to 5 years:	17.3%
6-10 years:	9.3%
11-30 years:	32.5%
31-50 years:	23.8%
Over 50 years:	13.1%
No answer:	4.0%

## BENEFIT SURVEY RESULTS

1. Which of these holidays are paid by your company and which are not?

	<u>Paid</u>	<u>Unpaid</u>	<u>No Answer</u>
Christmas Day	93.4%	6.0%	0.6%
Christmas Eve (full day)	26.5	52.3	21.2
Christmas Eve (half day)	27.2	43.7	29.1
Post Christmas	5.3	64.2	30.5
Good Friday	42.4	39.1	18.5
Memorial Day	90.1	7.3	2.6
Independence Day	89.4	7.3	3.3
Labor Day	91.4	7.3	1.3
Thanksgiving Day	92.7	5.3	2.0
Friday After Thanksgiving	41.7	42.4	15.9
New Year's Day	90.1	6.6	3.3
New Year's Eve (full day)	9.9	60.3	29.8
New Year's Eve (half day)	14.6	54.3	31.1
Floating Holiday	19.9	52.3	27.8
Birthday	11.9	59.6	28.5

2. Does your company have paid personal days? (excluded sick and vacation time)

Yes: 19.9%	1-3 Days - 7.9%
	4-6 Days - 4.0%
	7-10 Days - 2.0%
	11-15 Days - 0.7%
No: 74.8%	
No Answer: 5.3%	

3. What is the minimum length of service required for a paid vacation for each of the following durations?

<u>Duration of Vacation</u>	<u>Length of Service Required</u>	<u>Percentage</u>
One week	One year or less	80.1%
Two weeks	2-5 years	64.9
Three weeks	10-14 years	26.5
Four weeks	15-19 years	15.9
Five weeks	20-24 years	8.6
Six weeks	30 years or more	2.6

4. Does your company grant a leave of absence for:

	<u>Paid</u>	<u>Unpaid</u>	<u>No Answer</u>
Maternity	19.9%	56.3%	23.8%
Paternity	2.6	58.9	38.5
Education	3.3	58.3	38.4
Funeral	66.2	25.2	8.6
Military	19.9	55.0	25.2
Personnel	5.3	66.2	28.5
Other	6.6	45.7	47.7

5. Does your company provide for paid sick days?

Yes: 29%  
 No: 47.7%  
 No set policy: 19.2%  
 No Answer: 4.0%

6a. Please indicate whether or not your company provides each of the following insurance coverages. Also, please indicate whether the cost of the insurance is paid entirely by the employer, entirely by the employee, or shared by the employer and employee.

	<u>Employer Pays</u>	<u>Employee Pays</u>	<u>Shared Cost</u>	<u>Not Avail-</u>	<u>Yes</u>	<u>No Answer</u>
Life	66.2%	0.0%	15.9%	11.3%	2.6%	4.0%
Accident	52.3	2.0	15.2	19.2	2.0	9.3
Major Medical	54.3	0.0	29.1	9.3	3.3	4.0
Hospitalization	53.0	0.0	27.8	10.6	3.3	5.3
Optical	11.9	0.0	5.3	60.3	0.7	21.9
Dental	19.2	0.7	11.9	47.7	0.7	19.9
Prescription Drugs	36.4	0.7	20.5	27.8	2.6	11.9
Organ Transplants	19.2	0.0	11.9	41.1	0.7	27.2
Chemical Dependency	28.5	0.0	10.6	35.1	1.3	24.5
Psychiatric	27.2	0.0	14.6	33.1	2.0	23.2

6b. Health insurance is available, what are the minimal number of hours needed to work to be eligible to receive coverage?

<u>Hours Needed To Work To Receive Coverage</u>	<u>Percentage of Companies With Coverage</u>
Permanent/full-time status - 40 hrs. per week.....	11.9
Less than 40 hours per week.....	7.3
40 Hours per month.....	0.7
1,000 hours per year.....	2.0
0-320 hours.....	39.7
321-1,000 hours.....	17.2
Over 1,000 hours.....	3.3
*Others.....	2.0
*No Answer.....	15.9

\*a. State minimum; b. Must be an active employee or still under protective service status.

6c. If no health coverage is offered, are you interested in a program at minimal cost?

<u>Yes: 30.3%</u>	<u>No: 69.7%</u>
<u>Cost To Employer</u>	<u>Employers Interested</u>
\$25	66.7%
\$45	11.1%
\$100	11.1%
Two-thirds cost	11.1%

7. Does your company offer a pension plan?

Yes: 46.7%  
No: 52.0%  
No Answer: 1.3%

8. Are there other fringe benefits offered by your company?

Yes: 36.0%      No: 54.7%      No Answer: 9.3%

	<u>Percentage Offered By Companies</u>
Retirement Plan	6.9
Bonus	3.4
Deferred Income Benefits	1.1
Raises	0.6
Savings Plan	1.1
Stock Ownership Plan	1.1
Profit Sharing Plan	6.9
Cars	1.1
Tuition Reimbursement	5.1
Expense Accounts	1.1
Insurance	0.6
Thrift Investment Plan	1.1
Uniforms	2.9
Job and Income Security Plan	0.6
Long-Term Disability	0.6
Fitness Program/Health Club	1.1
Car Insurance	0.6
Credit Union	0.6
Discounts	1.1
*Special Privileges	2.3
**Social Events	0.6
Relocation Expenses	0.6
Production Incentive	0.6
Apprentice Training	0.6
Life Insurance	0.6
No Answer	57.1

\*Free lunches and refreshments, flexible hours, footwear allowance, and use of vehicle.

\*\*Sport events, picnics, and parties.

9. What percentage of total labor costs do fringe benefits represent?

<u>% Cost to Employer</u>	<u>% Employers</u>
5-25	24.1%
26-40	22.0%
Over 40	7.4%
No Answer	46.5%

10. Do any of your employees belong to a labor or trade union?

Yes: 26.7%      No. 72.0%      No Answer: 1.3%

11. What unions are affiliated with your company?

<u>Unions</u>	<u>Percentage of Work Force Involved</u>
United Steel Workers of America	8.9
International Brotherhood of Teamsters	8.2
International Association of Sheet Metal Workers	1.3
United Auto Workers	0.6
Carpenters Union	1.3
United Chemical Workers	0.6
Internatinal Union of Oil, Chemical, and Automic Workers	0.6
Glass, Molder, and Plastic Workers	0.6
AFL, CIO	0.6
Pattern Makers League of North America	0.6
Youngstown Graphic Committee Union	0.6
International Association of Machinists and Aerospace Workers	1.3
International Electrical, Radio, and Machine Workers	0.6
International Union of Electronic, Electrical Salaried Machine and Furniture Workers	0.6
No Answer	73.6

12. Do you have formal performance appraisal or merit rating programs for employees?

Yes: 31.3%      No: 66.7%      No Answer: 2.0%

13. Does your company pay overtime wages for the following?

<u>Positions</u>	<u>Over 8 Hours Per Day</u>	<u>Over 40 Hours Per Week</u>	<u>Saturday</u>	<u>Sunday</u>	<u>Holidays</u>
Yes, hourly	11.9%	23.8%	10.6%	11.9%	13.9%
No, hourly	7.9	2.0	7.3	6.0	5.3
Yes, salary	1.3	2.6	1.3	1.3	2.0
No, salary	2.6	0.7	2.0	2.6	2.0
Yes, hourly/salary	7.3	15.9	13.9	13.2	16.6
No, hourly/salary	21.2	3.3	14.6	15.2	12.6
Yes, hourly; no, salary	31.1	47.0	31.1	29.1	29.8
No, hourly; yes, salary	1.3	0.0	0.0	0.0	0.0
No Answer	15.2	4.6	19.2	20.5	17.9

14. Does your company pay shift premiums?

Yes: 37.7%      No: 57.6%      No Answer: 4.6%

15. The following list concerns policies on pay increases, incentives, and bonuses. Does your company have a:

	Yes	No	No Answer
Periodic wage increase for hourly employees	76.2%	14.6%	9.9%
Periodic wage increase for salaried employees	64.9	21.9	13.2
Yearly/Christmas Bonus	49.0	41.7	9.3
Profit Sharing	37.7	47.7	14.6
Employee Suggestion Plan	25.8	57.0	17.2
Cost-of-Living Allowance	6.0	77.5	16.6

16. List other programs which promotes employee participation.

<u>Programs Offered</u>	<u>Percentage of Other Programs</u>
Bonus.....	5.0
Retirement Plan.....	1.7
Savings and Security Plan.....	0.6
*Special Privileges.....	8.9
Deferred Salary Plan.....	0.6
Suggestion Plan.....	0.6
Auto Insurance.....	1.1
Home Insurance.....	1.1
Employee Participation Programs.....	2.2
Safety Program.....	3.3
Training Programs.....	1.7
Small or No Interest Plans.....	0.6
Investment Plan.....	0.6
Credit Union.....	1.7
Scanlon Program.....	0.6
Quality Improvement.....	2.2
Incentive Plans.....	1.7
Paid Tuition.....	1.1
No Answer.....	64.7

\*Free lunches and refreshments, paid one hour for blood donation, picnics, parties, trips, outings, tool buying service, flower fund, and shop privileges.

**ANALYSIS OF WAGES BY COMPANY SIZE**

<b>Job Classification</b>	<b>Small (1-19 Employees) Weighted Average Wage</b>	<b>Medium (20-99 Employees) Weighted Average Wage</b>	<b>Large (Over 100) Weighted Average Wage</b>
Sheet Metal Workers	\$ 4.53	\$ 9.50	\$10.50
Machinists	8.19	10.90	12.54
Janitors/Cleaners	5.06	5.93	7.94
Secretaries	5.89	6.15	8.98
Data Entry		7.33	6.71
Supervisor of Production	10.15	11.83	15.85
Plastic Working Machine	5.38	3.96	
Extruding Operators		7.37	7.00
Metal Assemblers	8.44	10.18	8.37
Office Supervisor	8.21	10.21	12.21
Typist	5.87	5.75	7.75
Punching, Stamping Operators	6.48	6.72	10.68
Drilling and Boring		10.60	10.34
Welders, Cutters	7.54	8.64	10.70
Computer Programmers*	2,000.00	2,415.00	3,090.00
Estimators*		2,172.00	1,945.00
Laborers	5.83	10.50	8.51
Millwrights	8.00	10.38	11.92
Tool and Die	8.83	12.19	12.51

\*Income per month.

**ANALYSIS OF BENEFITS BY COMPANY SIZE  
SMALL (1-19), MEDIUM (20-99), LARGE (Over 100)**

<b>Dental Coverage</b>	<b>Yes, Employer Paid</b>	<b>Yes, Employee Paid</b>	<b>Yes, Shared Cost</b>	<b>Yes</b>	<b>No</b>
Small	16.7%	--	8.8%	1.7%	73.7%
Medium	26.7	--	20.0	--	53.3
Large	35.7	--	28.6	7.0	28.7

**Prescription Drugs**

Small	41.5%	1.5%	18.5%	6.2%	32.3%
Medium	38.8	--	28.6	--	32.6
Large	46.7	--	33.3	--	20.0

**Major Medical Insurance**

Small	56.0%	--	24.0%	7.0%	13.0%
Medium	57.1	--	38.8	--	4.1
Large	53.0	--	47.0	--	--

**Hospitalization**

Small	16.0%	--	9.0%	2.0%	73.0%
Medium	26.7	--	20.0	--	53.3
Large	36.0	7.0%	28.0	--	29.0

**Chemical Dependency**

Small	26.4%	--	11.3%	1.9	60.4%
Medium	42.8	--	16.7	2.4	38.1
Large	57.2	--	21.4	21.4	--

	<b>1-10 Part-Time Employees</b>	<b>31-40 Part-Time Employees</b>
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Small	97.1%	2.9%
Medium	100.0	--
Large	87.5	12.5

	<b>1-10 Temporary Employees</b>	<b>11-19 Temporary Employees</b>	<b>41-50 Temporary Employees</b>	<b>71-80 Temporary Employees</b>
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Small	100.0%			
Medium	80.0	20.0%		
Large	50.0	16.0	17.0%	17.0%

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<b>Profit Sharing</b>	<b>Yes</b>	<b>No</b>
Small	36.5%	63.5%
Medium	54.2	45.8
Large	40.0	60.0

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<b>Union</b>	<b>Yes</b>	<b>No</b>
Small	16.0%	83.0%
Medium	32.7	67.3
Large	60.0	40.0

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<b>Paid Sick Days</b>	<b>Yes</b>	<b>No</b>	<b>No Set Policy</b>
Small	27.3%	50.7%	22.0%
Medium	31.9	48.9	19.1
Large	53.3	26.7	20.0

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<b>Personal Days</b>	<b>Yes</b>	<b>No</b>
Small	16.9%	83.1%
Medium	21.7	78.3
Large	35.7	64.3

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<b>Length Of Time Required For 3-Week Vacation</b>	<b>2-5 Years</b>	<b>6-9 Years</b>	<b>10-14 Years</b>	<b>15-19 Years</b>
Small	41.0%	18.0%	35.9%	5.1%
Medium	22.5	32.5	42.5	2.5
Large	15.4	23.1	53.8	7.7

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<b>Length Of Time Required For 4-Week Vacation</b>	<b>2-5 Years</b>	<b>6-9 Years</b>	<b>10-14 Years</b>	<b>15-19 Years</b>	<b>20-24 Years</b>
Small	4.8%	4.8%	42.9%	28.6%	19.0%
Medium			44.0	40.0	16.0
Large			16.7	58.3	25.0

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**ANALYSIS OF BENEFITS BY YEARS IN BUSINESS**

<b>Dental Coverage</b>	<b>Yes, Employer Paid</b>	<b>Yes, Employee Paid</b>	<b>Yes, Shared Cost</b>	<b>Yes</b>	<b>No</b>
Less than 10 years	8.8%	--	20.6%	--	70.6%
11-40 years	25.0	1.9%	15.4	--	57.7
Over 40 years	34.5	--	6.9	3.4%	55.2

**Prescription Drugs**

Less than 10 years	32.4%	--	29.7%	--	37.9%
11-40 years	39.0	1.7%	23.7	3.4%	32.2
Over 40 years	53.1	--	18.7	6.3	21.9

**Major Medical Insurance**

Less than 10 years	41.0%	--	41.0%	--	18.0%
11-40 years	57.0	--	29.2	4.6%	9.2
Over 40 years	64.7	--	26.5	5.9	2.9

**Hospitalization**

Less than 10 years	42.1%	--	31.6%	--	26.3%
11-40 years	56.7	--	29.9	6.0%	7.4
Over 40 years	61.3	--	32.3	3.2	3.2

**Chemical Dependency**

Less than 10 years	27.3%	--	12.1%	3.0%	57.6%
11-40 years	44.0	--	18.0	--	38.0
Over 40 years	32.0	--	12.0	4.0	52.0

	<b>1-10 Part-Time Employees</b>	<b>31-40 Part-Time Employees</b>
Less than 10 years	95.0%	5.0%
11-20 years	96.6	3.4
Over 40 years	100.0	--

	<b>1-10 Temporary Employees</b>	<b>11-19 Temporary Employees</b>	<b>41-50 Temporary Employees</b>	<b>71-80 Temporary Employees</b>
Less than 10 years	60.0%	30.0%	--	10.0
11-20 years	100.0	--	--	--
Over 40 years	83.3	16.7	--	--

<b>Profit Sharing</b>	<b>Yes</b>	<b>No</b>
Less than 10 years	45.7%	54.3%
11-20 years	44.6	55.4
Over 40 years	42.4	57.6

<b>Union</b>	<b>Yes</b>	<b>No</b>
Less than 10 years	15.4%	84.6%
11-40 years	20.6	79.4
Over 40 years	48.6	51.4

<b>Paid Sick Days</b>	<b>Yes</b>	<b>No</b>	<b>No Set Policy</b>
Less than 10 years	25.7%	61.5%	12.8%
11-40 years	28.8	48.5	22.7
Over 40 years	42.4	33.4	24.2

<b>Personal Days</b>	<b>Yes</b>	<b>No</b>
Less than 10 years	18.4%	81.6%
11-40 years	21.9	78.1
Over 40 years	17.7	82.3

<b>Length Of Time Required For 3-Week Vacation</b>	<b>2-5 Years</b>	<b>6-9 Years</b>	<b>10-14 Years</b>	<b>15-19 Years</b>
Less 10 years	31.6%	26.3%	42.1%	5.1%
11-40 years	36.4	21.5	40.9	2.2
Over 40 years	18.5	25.9	40.8	14.8

<b>Length Of Time Required For 4-Week Vacation</b>	<b>2-5 Years</b>	<b>6-9 Years</b>	<b>10-14 Years</b>	<b>15-19 Years</b>
Less 10 years	--	66.7%	33.3%	--
11-40 years	9.1%	36.4	36.4	18.2
Over 40 years	--	22.7	45.5	31.8