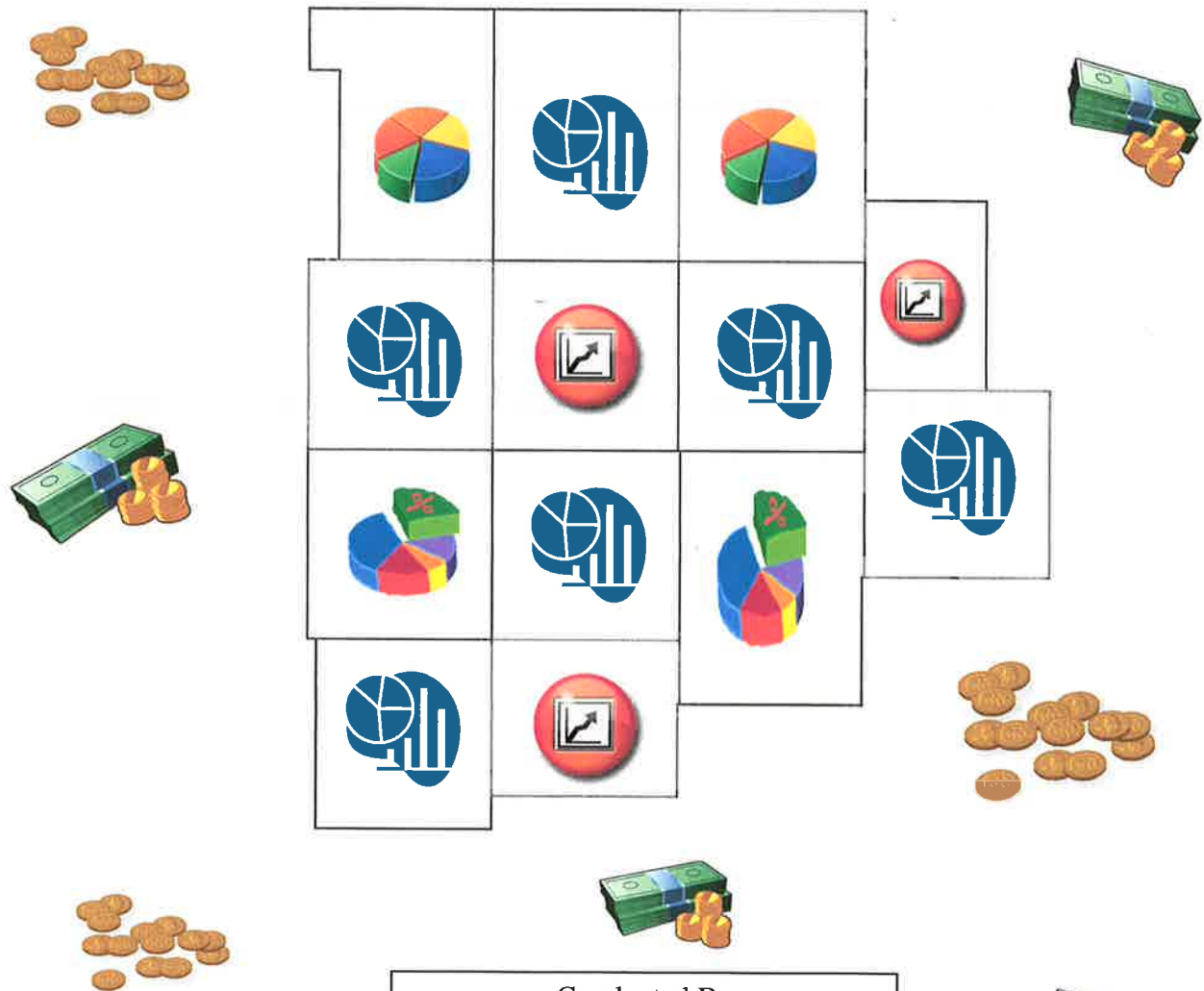


FAIRFIELD COUNTY 2011 WAGE & BENEFIT SURVEY



Conducted By

JK Evans & Associates  LLC
CONSULTING IN HUMAN RESOURCE MANAGEMENT

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INTRODUCTION

The Fairfield 33 Development Alliance presents the results of the 2011 wage and benefit survey. The survey was compiled by JK Evans & Associates LLC, a human resource and labor relations consulting firm.

The purpose of the survey is to gather current data on the wage and benefit practices of employers in Fairfield County, Ohio. Employers can use this information for planning, budgeting, and making other employment decisions. Likewise, businesses considering Fairfield County as a possible business location may use the survey data to aid in their decision-making. The survey is intended to provide wage and benefit averages and examples for comparison and benchmarking purposes. No attempt has been made to draw conclusions about results. Interpretation of the data is intentionally left up to employers, who can use the survey information for their individual purposes.

Methodology & Presentation of Data

Employers choosing to participate accessed the survey questionnaire on-line at the Fairfield County Economic Development's website.

The questionnaire contained jobs representing a cross section of occupational groups including: Clerical, Administrative, Accounting, Purchasing, Behavioral Health, Child Development, Education, Financial & Banking, Professionals, Technical, Engineering, Service/Sales/Retail, Food Service, Healthcare, General Maintenance, Skilled Trades, Production, Warehouse/Distribution, and Management.

The report is presented in the following six sections:

- Section I:** Employer Demographics, including the types of organizations that participated, ownership types, and total number of employees.
- Section II:** Wages, including wage data for jobs under the broad occupational categories.
- Section III:** Compensation Practices, including how raises are given, types of plans used, premium pay, shift differential and overtime practices.
- Section IV:** Benefit Information, including insurance, leave, and work-life benefits.
- Section V:** Employer Practices, including mileage rates, uniform requirements, and employee appreciation programs.
- Section VI:** Economic Challenges, including cost saving steps, job levels where layoffs have occurred and type of assistance provided to laid off employees.

JK Evans & Associates LLC compiled the survey responses and presents it in a meaningful statistical and graph form to facilitate comparison of survey results with other Fairfield County employers.

Confidentiality

Individual survey responses and the names of participating employers are confidential and are not published. Survey participants are randomly assigned an alphabetical code to identify their individual company wage data and to maintain confidentiality. This code will be provided to only the designated authorized company representative specified on the survey form. However, these representatives, upon their own volition and option, may share their code and survey information with other company representatives.

Respondents

Twenty-two employers responded to the survey. However, because not all employers answered all questions, the number of respondents to each survey question varies.

Wage Results

The wage information is compiled and presented in a meaningful statistical and graph form to facilitate comparison of survey results with the wages paid by Fairfield County employers. Wages were reported as annual, bi-weekly and hourly rates. When annual salaries were reported, the amount was converted to an hourly rate using 2080 hours for those organizations reporting 40 hours or more per week. This conversion rate was prorated accordingly for organizations reporting less than a 40-hour workweek. Due to rounding, employers may notice a slight variance in reported annual rates.

The study yielded substantial wage data for most of the jobs surveyed, thereby encouraging confidence in the validity of the data. The jobs that yielded sufficient data are reported below, categorized by occupational group.

Accounting & Purchasing

Accountant, CPA
Accounting Clerk / Bookkeeper
Buyer / Purchasing Agent
Senior Accountant

Clerical & Administrative

Administrative Assistant/ Executive Secretary
(FLSA non-exempt)
Clerk/Receptionist
Customer Service Representative
Human Resource Generalist
Office Manager
Payroll/Personnel Clerk

General Maintenance

Building Maintenance Worker
Janitorial/Custodial Worker
Maintenance Supervisor

Health Care

Licensed Practical Nurse (LPN)
Medical Assistant
Nurse Practitioner
Radiology Technologist
Registered Nurse (RN)

Management

Chief Executive Officer
Chief Financial Officer
Chief Operating Officer
General Manager
Human Resources Manager/Director/Administrator
Marketing Manager/Director

Production

Assembler
CNC Operator
Inspector (Quality Assurance)
Laborer/ Material Handler
Machine Operator
Machinist/Production Machinist
Plant Manager
Production/First Line Supervisor

Service, Sales & Retail

Sales Representative

Skilled Trades

Welder

Technical

Graphic Designer/Graphic Artist
Information Systems Manager
Programmer

Warehousing/Distribution

Forklift Operator
Warehouse Clerk/Attendant
Warehouse/ Storage Supervisor

Benefit & Leave Results

Survey responses were reviewed for completeness and, in some cases, grouped to facilitate ease of reading. To present the results, percents were rounded to the nearest whole number. Therefore, graphs and charts will not always add up to 100%. Also, some survey questions could elicit more than one response from the survey participants. In these instances, the total of the percentages listed can equal more than 100%. Examples are as follows.

Compensation Practices:

- Pay Philosophy [How Pay Raises Are Determined] [Variable Pay Offered] [Incentive Pay Types]
- Overtime Practices [Non-Exempt Employees Overtime Compensation]

Insurance Benefits

- Medical Insurance [Steps Taken in 2011 To Reduce Premium Costs] [Steps To Be Taken in 2012 To Reduce Premium Costs].

Work Life Benefits

- Tuition Reimbursement [Type of Tuition Reimbursement Offered]
- Scheduling Benefits [Type of Scheduling Benefits Offered]
- Employee Assistance Program [Type of EAP Services Provided by Employers]

Employment Practices

- Employee Recognition Programs [Type of Recognition Programs] [Type of Awards]
- Pre and Post Employment Screenings [Type of Pre and Post Employment Screenings]
- Hiring Practices

Economy Challenges

- Cost Saving Steps
- Job Levels Selected for Layoffs
- Types of current unfilled positions

In situations where JK Evans & Associates LLC was unable to interpret the response to a particular survey question or questions, the survey participant was contacted for clarification. Responses that were not able to be clarified were omitted from the final survey results.

Thank you to all respondents of the 2011 Fairfield County Wage & Benefit Survey. Your participation is very much appreciated. Questions pertaining to the report should be directed to Linda Kauffman, Fairfield County Economic Development or to JK Evans & Associates, LLC.

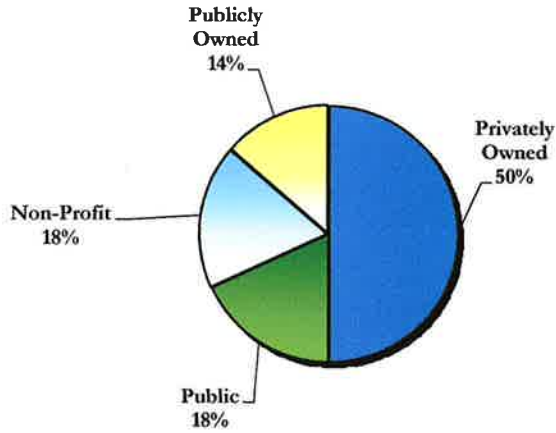
SECTION I

EMPLOYER DEMOGRAPHICS

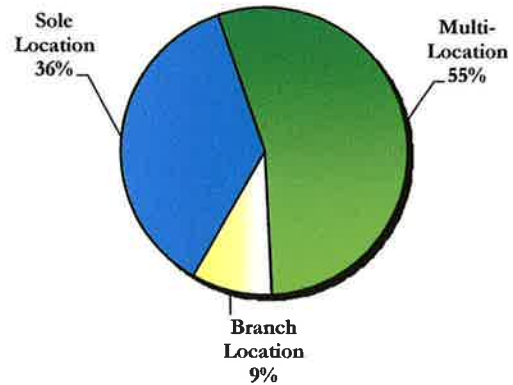
EMPLOYER DEMOGRAPHICS

ORGANIZATION STRUCTURE AND FACILITY TYPE

Organization Sector



Facility Types



EMPLOYERS BY INDUSTRY

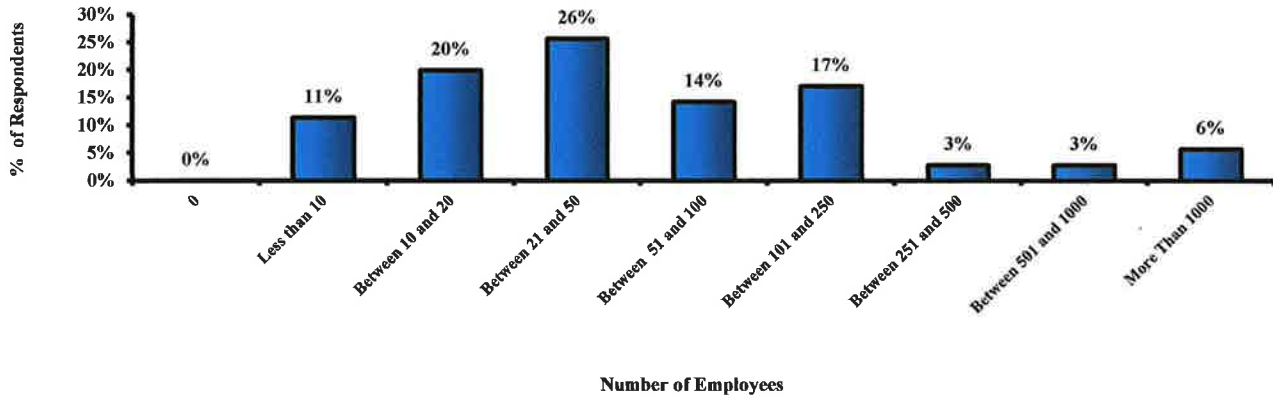
TYPE OF INDUSTRY	Respondents	
	Percent	Number
Manufacturing	27%	6
Healthcare	18%	4
Non-Profit Organization	9%	2
Federal, State, and County (Government)	9%	2
Other	9%	2
Accounting	5%	1
Cities, Townships, and Villages (Government)	5%	1
Banking, Credit Unions, and Lending	5%	1
Advertising	5%	1
Technology	5%	1
Construction	5%	1



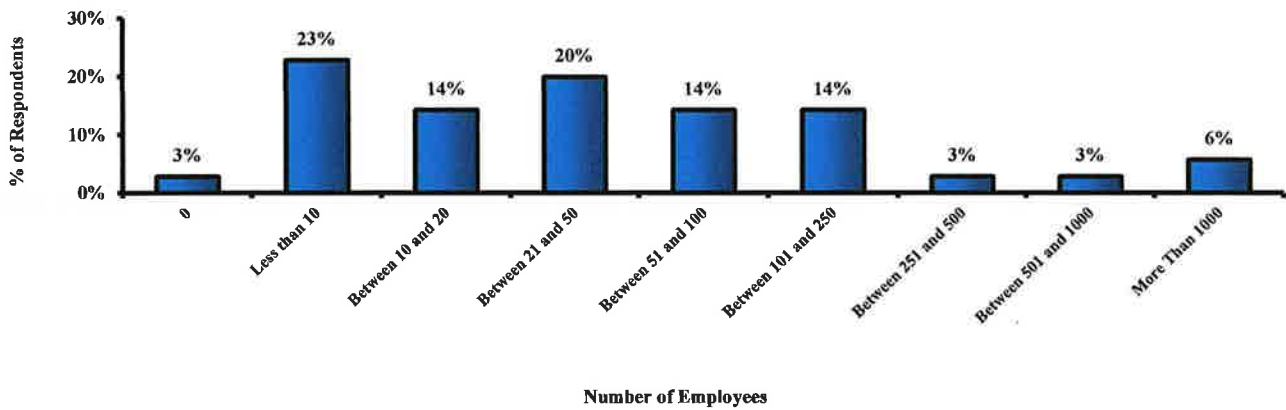
EMPLOYER DEMOGRAPHICS

NUMBER OF EMPLOYEES

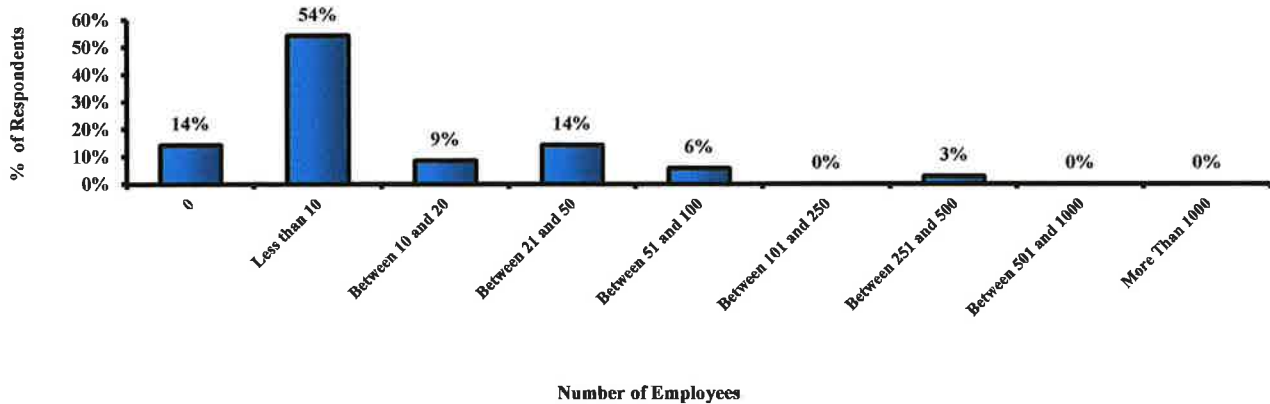
Total Number of Employees



Number of Full Time Employees



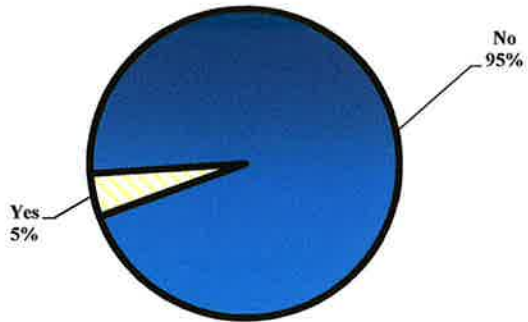
Number of Part Time Employees



EMPLOYER DEMOGRAPHICS

UNIONS

Employers with Union Contracts



Union Contract Lengths		
Contract Length	Respondents	
	Percent	Number
3 years	100%	1
4 years	0%	0
5 years	0%	0
More than 5 years	0%	0

