



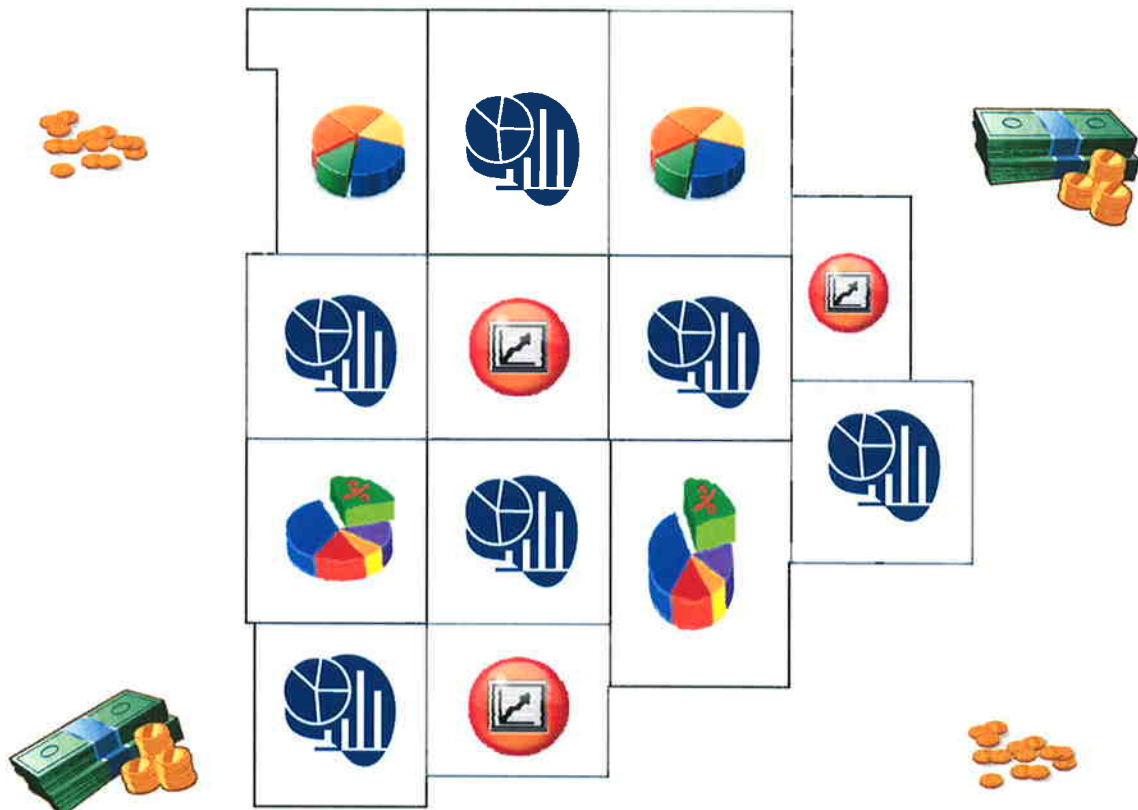
The Fairfield County Business Resource Council, with funding support from WorkNet, Center for Adult Learning at Ohio University's Lancaster Campus, the Pickerington Area Chamber of Commerce, Lancaster-Fairfield County Chamber of Commerce, City of Lancaster and Fairfield County, in October 2007 announced the results of a comprehensive Wage & Benefit Survey. It was the first such survey conducted in Fairfield County since 2003.

The information available on our website is the Executive Summary of the report. Participating companies were provided access to the complete report.

If you would like the complete report, please contact Fairfield County Economic Development by calling 740.654.1509 or emailing [lkauffman@co.fairfield.oh.us](mailto:lkauffman@co.fairfield.oh.us).

# FAIRFIELD COUNTY BUSINESS RESOURCE COUNCIL

## 2007 WAGE & BENEFIT SURVEY



Conducted By



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## INTRODUCTION

The Fairfield County Business Resource Council in conjunction with the sponsors listed below presents the results of the 2007 wage and benefit survey. The survey was compiled by JK Evans & Associates LLC, a human resource and labor relations consulting firm. The survey was sponsored by the following agencies:

- \* City of Lancaster
- \* Fairfield County
- \* Lancaster-Fairfield County Chamber of Commerce
- \* Pickerington Area Chamber of Commerce
- \* Fairfield County Worknet
- \* Center for Adult Learning at Ohio University Lancaster Campus

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 deliberately left up to employers, who can use the survey information for their own individual purposes.

### **Methodology & Presentation of Data**

Employers choosing to participate accessed the survey questionnaire on-line at the following websites:

- \* Fairfield County
- \* Fairfield County Chamber of Commerce
- \* Pickerington Area Chamber of Commerce
- \* Canal Winchester Area Chamber of Commerce

JK Evans & Associates LLC also faxed hard copy versions or e-mailed copies of the survey questionnaire to participants upon request.

The questionnaire contained jobs representing a cross section of occupational groups including: Clerical, Administrative, Accounting, Purchasing, Behavioral Health, Child Development, 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 five 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.

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**

Forty-seven 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 are reported as annual, bi-weekly, and hourly rates. For a common point of comparison, all wage responses were converted to hourly rates based on a 40-hour week. The hourly rates were then converted to annual and bi-weekly rates using 2080 hours as the annual hours worked. Due to rounding, employers may notice a slight variance in reported annual rates.

Employers located in the Northwestern area of Fairfield County and in Franklin County, which are areas with higher wages, are represented by the following alphabetical codes: H, U, Y, Z, AA, CC, FF.

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  
Accountant / Financial Officer (Non Certified)  
Accounting Clerk/Bookkeeper  
Buyer/Purchasing Agent  
Senior Accountant

#### **Behavioral Health**

Case Manager

#### **Child Development/Day Care**

Classroom Assistant/Teacher's Aide  
Early Childhood Teacher

#### **Clerical & Administrative**

Administrative Assistant/Executive Secretary  
(FLSA exempt)  
Administrative Assistant/Executive Secretary  
(FLSA non-exempt)  
Clerk/Receptionist  
Customer Service Representative

Data Entry Operator  
Human Resource Generalist  
Office Manager  
Payroll/Personnel Clerk  
Secretary

#### **Engineering**

Drafter  
Industrial Engineer/ Process Engineer  
Mechanical Engineer

#### **Financial/Banking**

Branch Manager  
Collections Specialist

#### **General Maintenance**

Building Maintenance Worker  
Grounds Maintenance Worker  
Janitor/Custodial Worker  
Maintenance Supervisor

**Health Care**

Licensed Practical Nurse  
Nurse Aide/Technician  
Occupational Therapist  
Registered Nurse

**Management**

Chief Executive Officer  
Chief Financial Officer  
Chief Operating Officer  
General Manager  
Human Resources Manager/Director/Administrator  
Marketing Manager/Director  
Quality Control/Assurance Manager  
Safety Director

**Other**

Safety Specialist

**Production**

Assembler  
CNC Operator  
Inspector (Quality Assurance)  
Laborer/Material Handler  
Machine Operator  
Machinist/Production Machinist  
Plant Manager  
Production Planner/Expediter

Production/ First Line Supervisor  
Tool and Die Maker

**Restaurant & Food Service**

Cook

**Service, Sales & Retail**

Customer Service Sales Representative  
Sales Manager  
Sales Representative

**Skilled Trades**

Electrician  
Machine Repair  
Mechanic  
Welder

**Technical**

Information Systems Manager  
Network Administrator

**Warehousing /Distribution**

Forklift Operator  
Shipper/Receiver  
Truck Driver  
Truck Driver (Over the Road)  
Warehouse Clerk/Attendant

**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]
- Ohio Minimum Wage Increase [Minimum Wage Increase Affects, Compensation Adjustments Made Due to Minimum Wage Increase]

**Insurance Benefits**

- Medical Insurance [Steps Taken in 2007 To Reduce Premium Costs] [Steps To Be Taken in 2008 To Reduce Premium Costs]

**Work Life Benefits**

- Childcare Assistance [Type of Childcare Employers Provide]
- 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]

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 2007 Fairfield County Business Resource Council Wage & Benefit Survey. Your participation is very much appreciated by the Council and the community. Questions pertaining to the report should be directed to Bill Arnett, Fairfield County Economic Development or to JK Evans & Associates, LLC.*

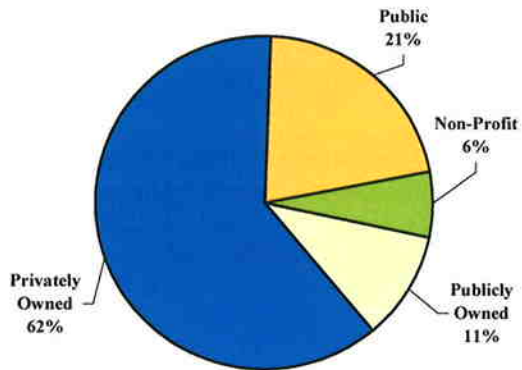
***SECTION I***

***EMPLOYER DEMOGRAPHICS***

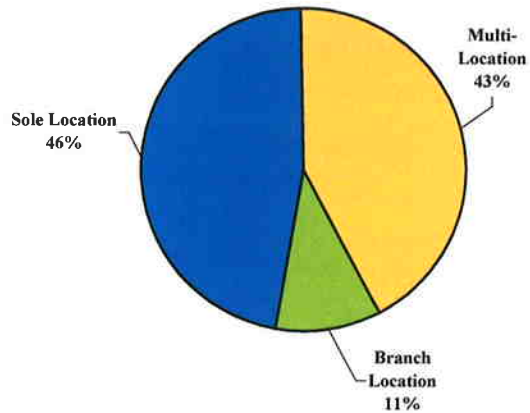
# EMPLOYER DEMOGRAPHICS

## ORGANIZATION STRUCTURE AND FACILITY TYPE

Organization Sector



Facility Types



## EMPLOYERS BY INDUSTRY

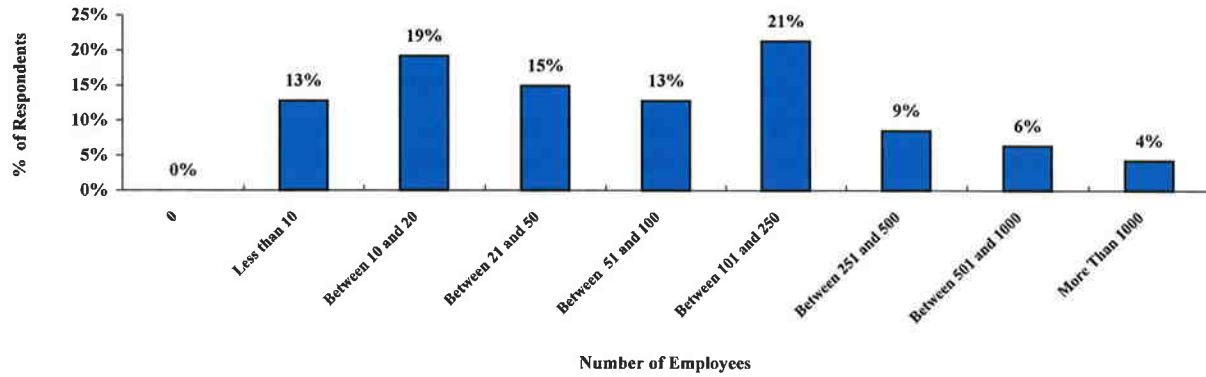
TYPE OF INDUSTRY	Respondents	
	Percent	Number
Accounting	2%	1
Banking, Credit Unions, and Lending	2%	1
Cities, Townships, and Villages (Government)	11%	5
Construction	9%	4
Distribution	4%	2
Education	4%	2
Federal, State, and County (Government)	9%	4
Financial Services/Investments	2%	1
Healthcare	11%	5
Insurance	2%	1
Manufacturing	30%	14
Non-Profit Organization	2%	1
Other	4%	2
Retail	4%	2
Sales, Service, and/or Repair	2%	1
Skilled Trades	2%	1



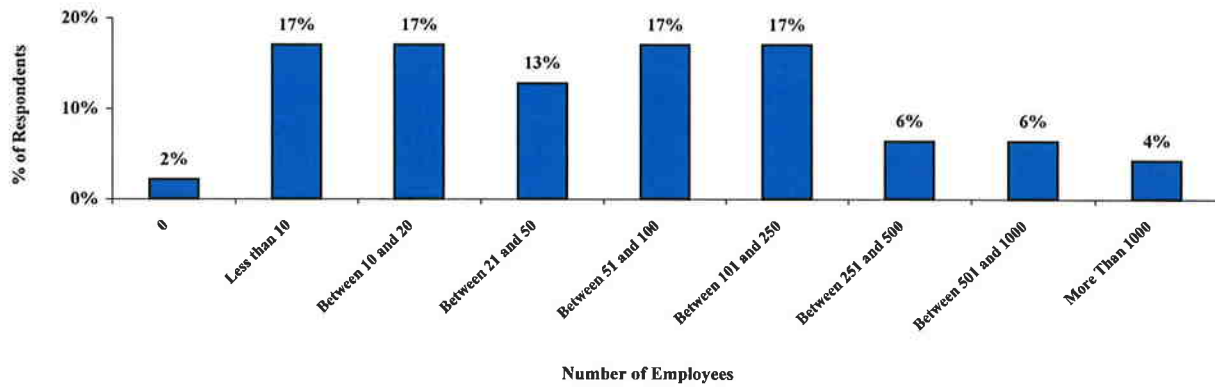
# EMPLOYER DEMOGRAPHICS

## NUMBER OF EMPLOYEES

### Total Number of Employees



### Number of Full Time Employees



### Number of Part Time Employees

