

**THE  
EASTERN JACKSON COUNTY, MISSOURI  
AREA  
WAGE & FRINGE BENEFITS  
SURVEY REPORT**

**March, 2007**

**Compiled and Prepared by**

**THE PATHFINDERS**



**Dallas, Texas**

## TABLE OF CONTENTS

<b>I. Introduction .....</b>	<b>1</b>
<b>II. Survey Summary .....</b>	<b>2</b>
<b>III. Employer Ratings of Workforce .....</b>	<b>9</b>
<b>IV. Wage Section.....</b>	<b>13</b>
<b>V. Fringe Benefits Section .....</b>	<b>20</b>

## INTRODUCTION

The economic development professionals of Eastern Jackson County (Blue Springs, Grain Valley, Grandview, Independence, Lee's Summit, Oak Grove and Sugar Creek) sponsored the Eastern Jackson County, Missouri Area Wage and Fringe Benefits Survey. The Pathfinders, an economic development and corporate site-selection consultant firm, conducted the survey.

The wage data presented by job title in this report includes:

Low Entry Pay	Low Average Pay
Average Entry Pay	Mean Average Pay
High Entry Pay	High Average Pay
	Weighted Average Pay

Weighted average corrects the distortion which would occur in a simple average if one company has ten employees in a position at an average of \$10 per hour and another company has one employee in the same position at \$20 per hour. The simple average of those two would be \$15 per hour, but the weighted average would be \$10.91 per hour.

Fringe benefits reported include insurance, sick leave, holidays, vacations, and financial plans.

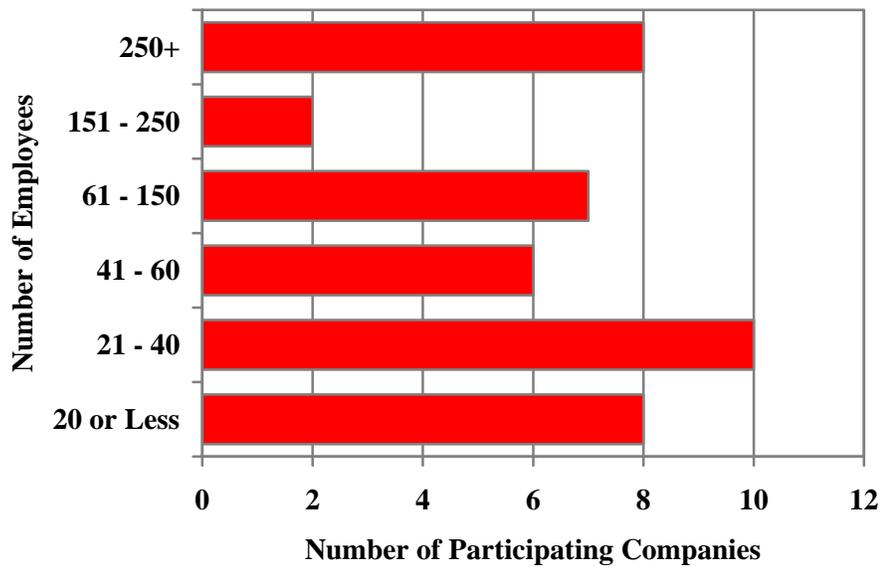
Please note that some of the companies responding to the survey did not answer all the questions on the form; therefore, the total number of responses for each question will not always equal the total number of participants.

Information from participating companies is held in confidence; however, general information regarding this survey can be obtained by contacting the offices of The Pathfinders via telephone (972-387-3750); fax (214-393-3444); or e-mail ([info@thepathfindersus.com](mailto:info@thepathfindersus.com)).

## SURVEY SUMMARY

Forty-one firms participated in the 2007 Eastern Jackson County, Missouri Area Wage and Fringe Benefits Survey, representing an employment base of over 9,500 workers. Eight companies reported more than 250 employees each.

### Participating Companies by Total Employment



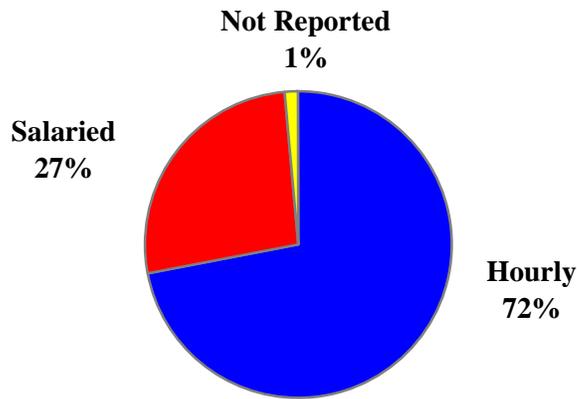
Twenty-three of the participating firms during the past 12 months increased employment, and six decreased employment for a net of +192 jobs. Two companies reported a past increase in employment but were unsure of the number of hires.

Twenty-one firms project increasing employment during the next 12 months for a total of more than 200 jobs, while one of the reporting companies projects decreasing the number of jobs over the next 12 months, resulting in a net of +185 jobs. Four companies project an increase but are unsure of the number of new hires.

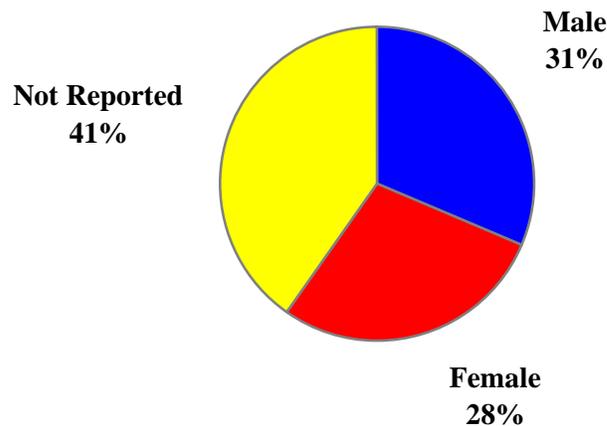
Of the participating employers, two reported having a formal internship program.

The total reported employment of 9,551 was comprised of 72% hourly workers and 27% salaried workers. The percentages of hourly and salaried employees, as well as male and female employees, of the reporting companies are illustrated in the pie charts below. Note that status and gender were not reported by all of the participating companies.

### Hourly / Salaried Employees



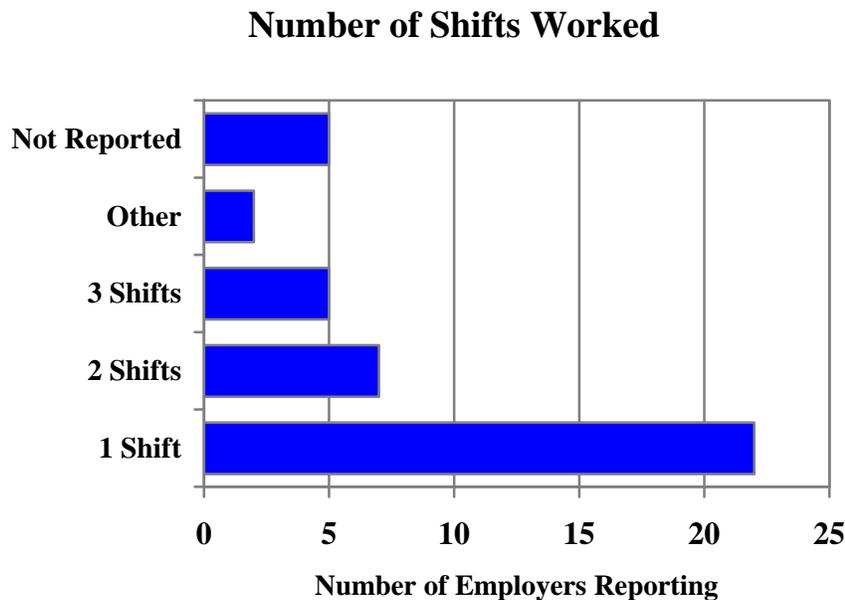
### Male / Female Employees



Of the reporting companies, two are unionized, with an average of approximately 45% of workers belonging to the unions. The reported total annual payroll for the participating companies approached \$370 million, although it should be noted that not all companies responded to the annual payroll question.

Survey participants were asked to report the percentage of their workforce using a personal computer every day. Thirty-eight companies responded to this question. Results indicate that an average of 41% of employees work on a computer on a daily basis.

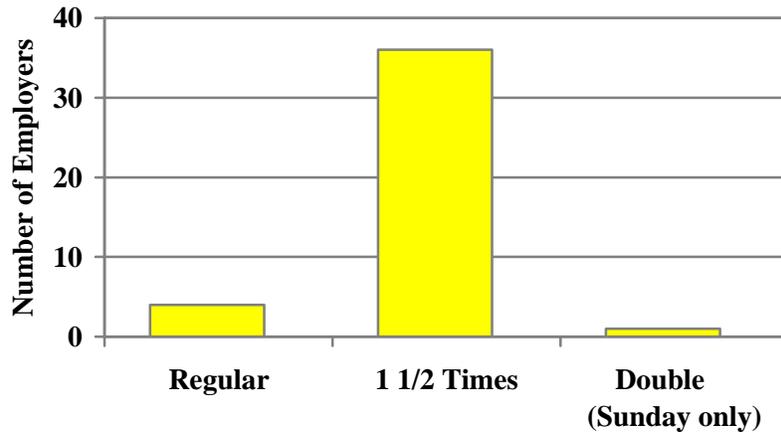
Companies responding to the survey were asked to report the number of shifts worked. This information is reported on the following chart. As noted, 22 of the participating employers reported working one shift. Two employers reported “Other” shifts worked. One of these companies reported the number of shifts worked varied and the other reported three 8-hour shifts Monday-Friday and two 12-hour shifts Saturday and Sunday.



Ten companies reported shift premiums. The average reported for second shift was \$.78, and the average for third shift was \$.96. Two companies reported shift premiums as a percentage.

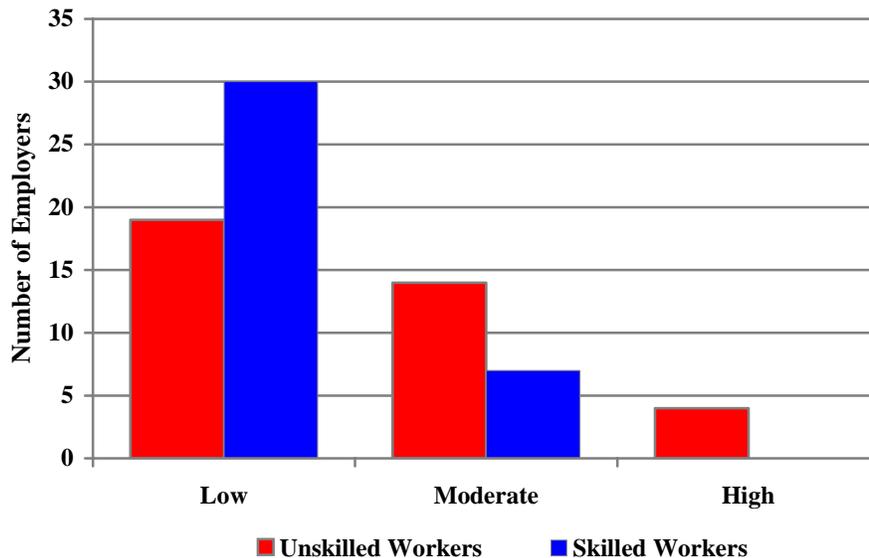
Employers were asked to report their policies for overtime pay. Thirty-six of the companies pay time and a half for overtime hours worked.

### Overtime Pay Rate

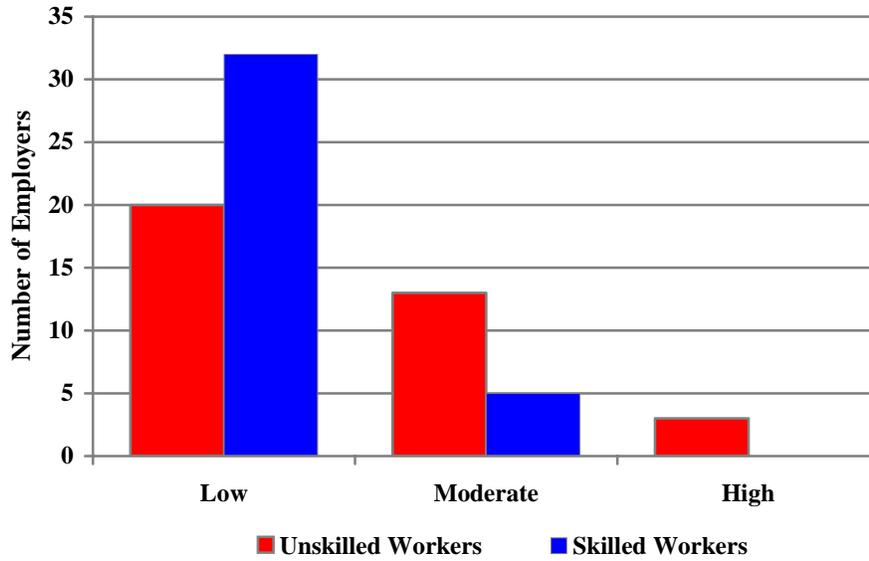


Survey respondents were asked to rate turnover, tardiness and absenteeism among unskilled and skilled workers as “low,” “moderate” or “high.” As indicated in the following charts, companies reported lower ratings among skilled workers than unskilled workers.

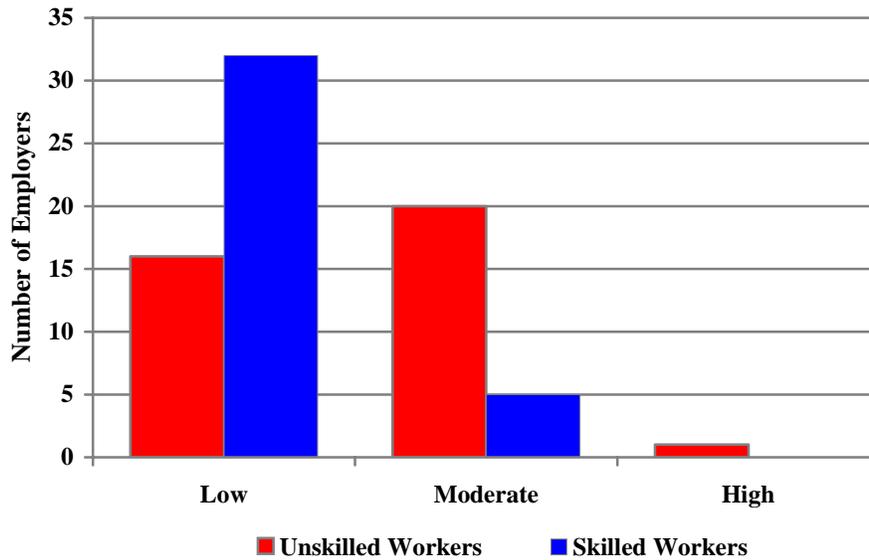
### Turnover Ratings



### Tardiness Ratings



### Absenteeism Ratings



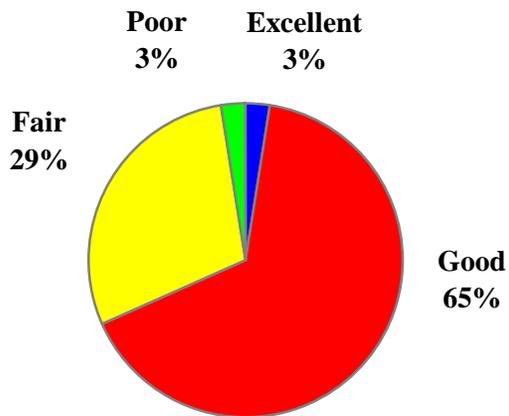
In the Eastern Jackson County region, 30 of the participating employers reported testing for substance abuse, using the methods listed in the chart below. Companies may use more than one method.

Testing Method	# of Employers
Pre-Employment	27
Post-Accident	27
For Cause / Suspicion	16
Random	12
Return to Work	3

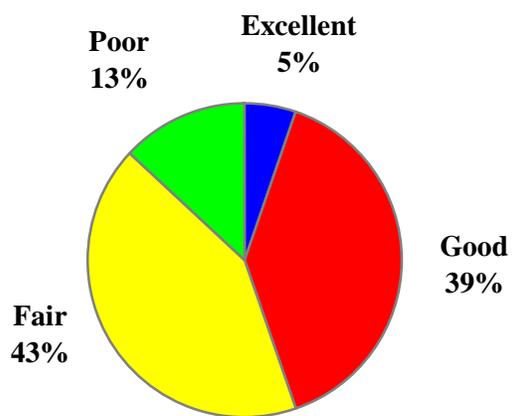
Further, employers were asked to evaluate substance abuse in the workforce as “Low,” “Moderate” or “High.” The participating employers rated this factor “Low.”

Local educational providers were rated as follows by the participating employers.

**Community Colleges/Trade Schools**



**Public Schools**



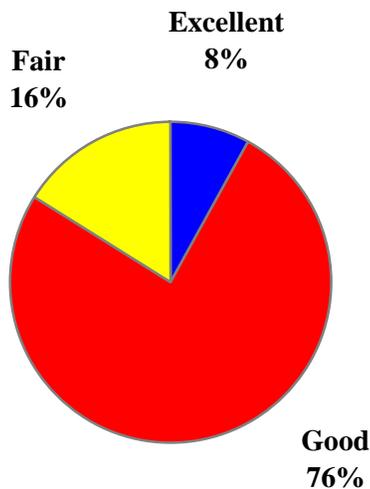
The following table reflects the various methods used to recruit workers in the Eastern Jackson County region and the number of employers utilizing that method. Many employers use more than one method. As noted, the methods reported most frequently are word of mouth and newspaper ads.

<b>Recruiting Method</b>	<b># of Employers</b>
Word of Mouth	30
Newspaper Ads	27
Internet	21
Referrals	20
Walk-Ins	18
Staffing Service	16
Colleges	10
Sign / Job Board	9
Networking	9
Job Fair	7
Recruiters	6
Trade Journals/Bulletins	5
State Agency	4
Union Hall	1

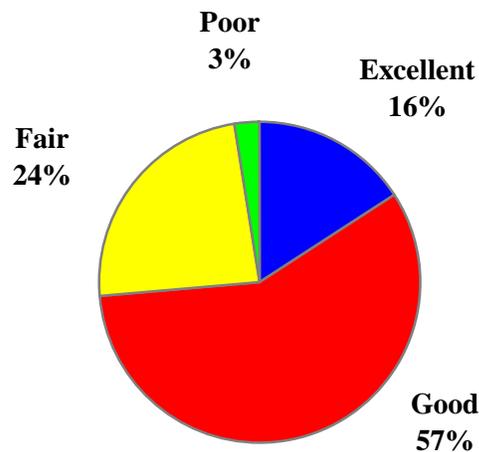
Employers were asked to rate their employees on an “excellent,” “good,” “fair,” or “poor” basis with regard to such factors as worker productivity, basic skills and reliability. Further, employers were asked to rate the availability of skilled, unskilled, professional and technical workers in the area using the same measures. The following charts reflect the findings of this series of questions.

**Employer Ratings of Workforce**  
**(percentages of employers surveyed)**

**Productivity**

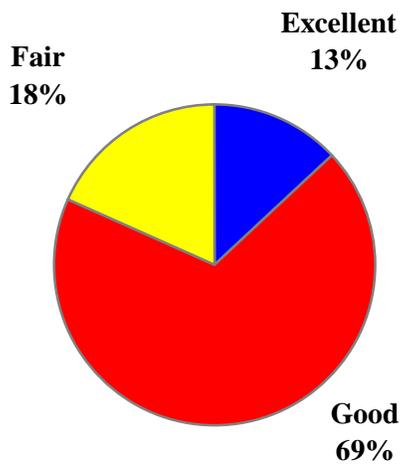


**Reliability**

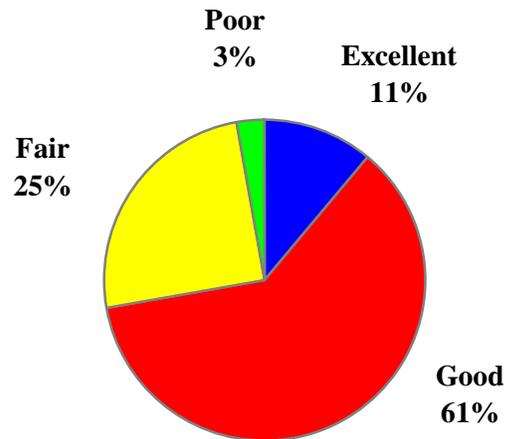


**Employer Ratings of Workforce**  
(percentages of employers surveyed)

**Attitudes**



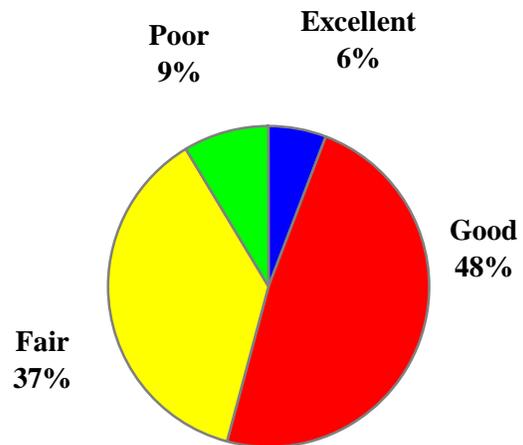
**Teamwork**



**Reading**

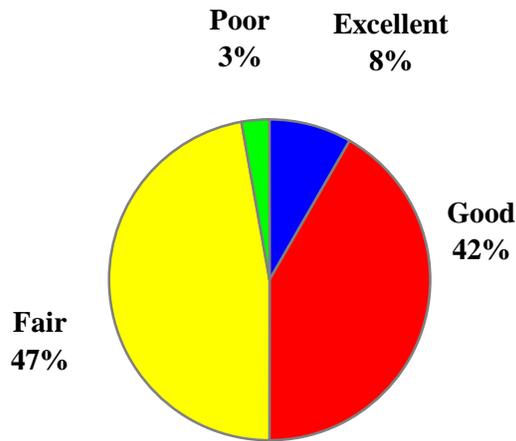


**Writing**

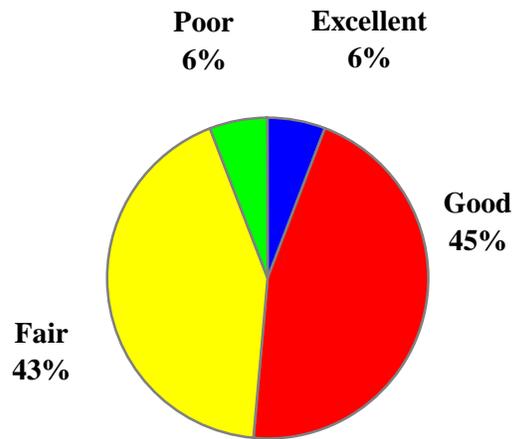


**Employer Ratings of Workforce**  
(percentages of employers surveyed)

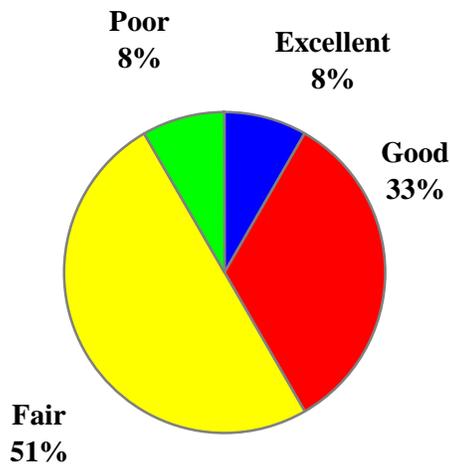
**Arithmetic**



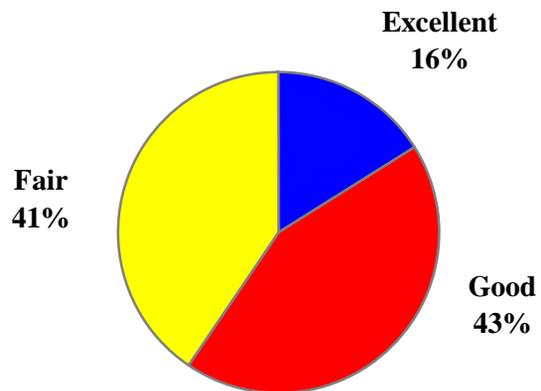
**Entry Level Skills**



**Skilled Labor Availability**

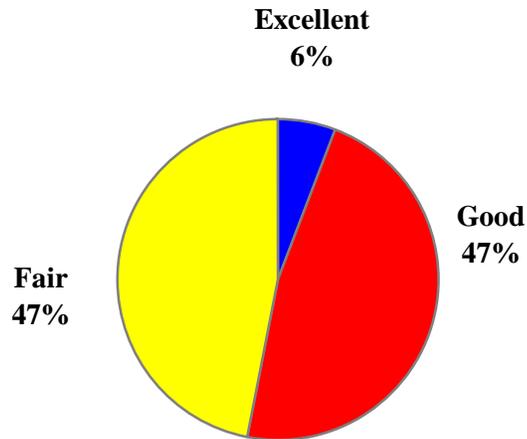


**Unskilled Labor Availability**

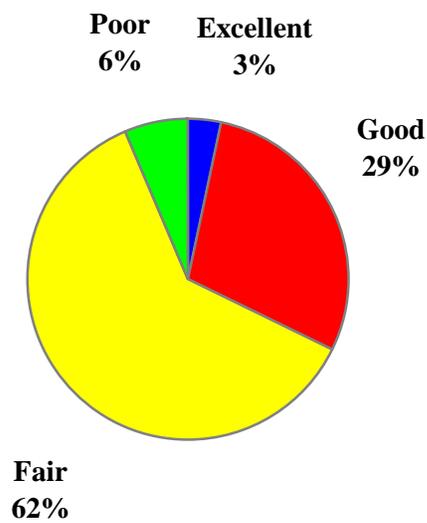


**Employer Ratings of Workforce  
(percentages of employers surveyed)**

**Professional Workers Availability**



**Technical Workers Availability**



# **WAGE SECTION**

## SUMMARY OF WAGES REPORTED

Employers were asked to report entry-level wage, average wage, and number of employees for each job classification.

- Some companies did not report both entry and average hourly wages for their employees. In those instances, whatever wage was reported (entry or average) was used for both.
- Some companies reported the hourly wages, but not the number of employees associated with the job. In those instances, the hourly wages were entered and the number of employees for the job was entered as one.

The wage data presented includes:

- Low Entry Pay – the lowest entry pay by each job title among all companies responding.
- Average Entry Pay – the average entry pay by each job title when all participating companies are considered.
- High Entry Pay – the highest entry pay by each job title among all companies responding.

Average Pay – While companies typically have a single “entry pay rate” by job title, over time people working within that job title may have different pay rates (even in the same company) because of length of job tenure, merit raises, etc. The “average pay” in a job title reported by a participant considers the average of the pay rates of everyone in that job title. Some workers may still be at the entry rate because of short tenure in that job, while others will be higher.

- Low Average Pay – the lowest average pay by each job title among all companies responding.
- High Average Pay – the highest average pay by each job title among all companies responding.
- Mean Average Pay – Each individual company reported their “average” pay within each job title. The mean average pay is the average of all companies participating.
- Weighted average corrects the distortion which would occur in a simple average if one company has ten employees in a position at an average of \$10 per hour and another company has one employee in the same position at \$20 per hour. The simple average of those two would be \$15 per hour, but the weighted average would be \$10.91 per hour.

SOC Code	EASTERN JACKSON COUNTY, MISSOURI AREA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
11-1021	General and Operations Managers	\$10.00	\$52.50	\$28.69	\$15.00	\$96.16	\$39.30	\$38.44	113	25
11-2022	Sales Managers	\$9.50	\$48.08	\$26.78	\$13.00	\$83.33	\$37.02	\$35.75	32	16
11-3011	Administrative Services Managers	\$11.06	\$34.00	\$17.65	\$13.46	\$38.00	\$22.37	\$32.58	30	8
11-3031	Financial Managers	\$13.47	\$39.91	\$23.86	\$15.39	\$48.26	\$27.44	\$27.44	11	11
11-3051	Industrial Production Managers	\$14.43	\$30.00	\$22.07	\$16.83	\$35.00	\$27.05	\$29.41	142	11
11-9041	Engineering Managers	\$15.38	\$43.27	\$27.98	\$19.23	\$62.02	\$37.24	\$37.81	47	10
11-9111	Medical and Health Services Managers	\$21.39	\$21.39	\$21.39	\$27.40	\$27.40	\$27.40	\$27.40	1	1
15-1031	Computer Software Engineers, Applications	\$24.04	\$24.04	\$24.04	\$32.00	\$32.00	\$32.00	\$32.00	7	1
17-2071	Electrical Engineers	\$19.23	\$31.25	\$23.37	\$24.04	\$36.06	\$31.04	\$32.62	12	5
17-2081	Environmental Engineers	\$22.60	\$24.13	\$23.37	\$28.85	\$31.18	\$30.02	\$28.94	27	2
17-3011	Architectural and Civil Drafters	\$19.23	\$19.23	\$19.23	\$25.97	\$25.97	\$25.97	\$25.97	19	1
17-3013	Mechanical Drafters	\$10.00	\$19.23	\$13.61	\$10.53	\$27.00	\$18.60	\$19.16	14	6
17-3023	Electrical and Electronic Engineering Technicians	\$15.00	\$19.23	\$17.17	\$18.00	\$21.64	\$20.40	\$20.55	7	3
17-3026	Industrial Engineering Technicians	\$15.53	\$15.53	\$15.53	\$16.83	\$16.83	\$16.83	\$16.83	1	1
19-2031	Chemists	\$15.00	\$15.00	\$15.00	\$25.00	\$25.00	\$25.00	\$25.00	4	1
19-4031	Chemical Technicians	\$12.50	\$21.00	\$16.75	\$13.63	\$23.00	\$18.32	\$22.56	43	2
29-2051	Dietetic Technicians	\$9.52	\$9.52	\$9.52	\$10.31	\$10.31	\$10.31	\$10.31	32	1
29-2061	Licensed Practical and Vocational Nurses	\$14.15	\$14.15	\$14.15	\$17.47	\$17.47	\$17.47	\$17.47	100	1

SOC Code	EASTERN JACKSON COUNTY, MISSOURI AREA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
29-2071	Medical Records and Health Information Technicians	\$9.18	\$9.18	\$9.18	\$10.27	\$10.27	\$10.27	\$10.27	10	1
31-1012	Nursing Aides, Orderlies and Attendants	\$10.88	\$10.88	\$10.88	\$11.38	\$11.38	\$11.38	\$11.38	70	1
35-2011	Cooks, Fast Food	\$7.00	\$7.00	\$7.00	\$7.25	\$7.25	\$7.25	\$7.25	30	1
35-3022	Counter Attendants	\$7.00	\$7.00	\$7.00	\$7.25	\$7.25	\$7.25	\$7.25	25	1
35-3041	Food Servers, Non-Restaurant	\$8.57	\$8.57	\$8.57	\$11.17	\$11.17	\$11.17	\$11.17	21	1
37-2011	Janitors and Cleaners	\$7.00	\$11.20	\$9.44	\$8.00	\$14.61	\$11.19	\$11.10	123	8
37-2012	Maids and Housekeeping	\$8.00	\$9.52	\$8.76	\$8.00	\$10.42	\$9.21	\$10.38	108	2
41-1011	First Line Supervisors of Retail/Sales Workers	\$8.50	\$18.00	\$14.58	\$10.00	\$30.00	\$18.32	\$17.28	27	4
41-2011	Cashier	\$7.50	\$9.18	\$8.34	\$8.25	\$10.80	\$9.53	\$8.50	83	2
41-2021	Counter and Rental Clerks	\$10.00	\$10.00	\$10.00	\$15.00	\$15.00	\$15.00	\$15.00	1	1
41-2031	Retail Salespersons	\$7.00	\$17.50	\$12.00	\$8.25	\$26.44	\$15.74	\$9.33	165	6
41-9041	Telemarketers	\$10.00	\$19.23	\$13.31	\$12.66	\$19.23	\$15.44	\$14.58	18	3
43-1011	First Line Supervisors of Office and Administrative Support Workers	\$14.00	\$26.25	\$18.45	\$18.27	\$26.25	\$21.87	\$24.85	20	5
43-4051	Customer Service Representatives	\$8.00	\$19.23	\$11.71	\$9.50	\$24.04	\$14.86	\$13.45	80	12
43-4151	Order Clerks	\$7.50	\$15.38	\$11.05	\$8.75	\$20.50	\$14.01	\$11.65	159	5
43-4171	Receptionists and Information Clerks	\$8.18	\$13.00	\$10.55	\$9.50	\$17.55	\$12.66	\$13.43	50	15
43-9061	Office Clerks, General	\$8.00	\$18.00	\$11.41	\$1.00	\$22.12	\$13.69	\$15.15	356	16
47-1011	First Line Supervisors of Construction Workers	\$18.27	\$32.50	\$24.94	\$23.08	\$33.18	\$29.59	\$28.56	14	3

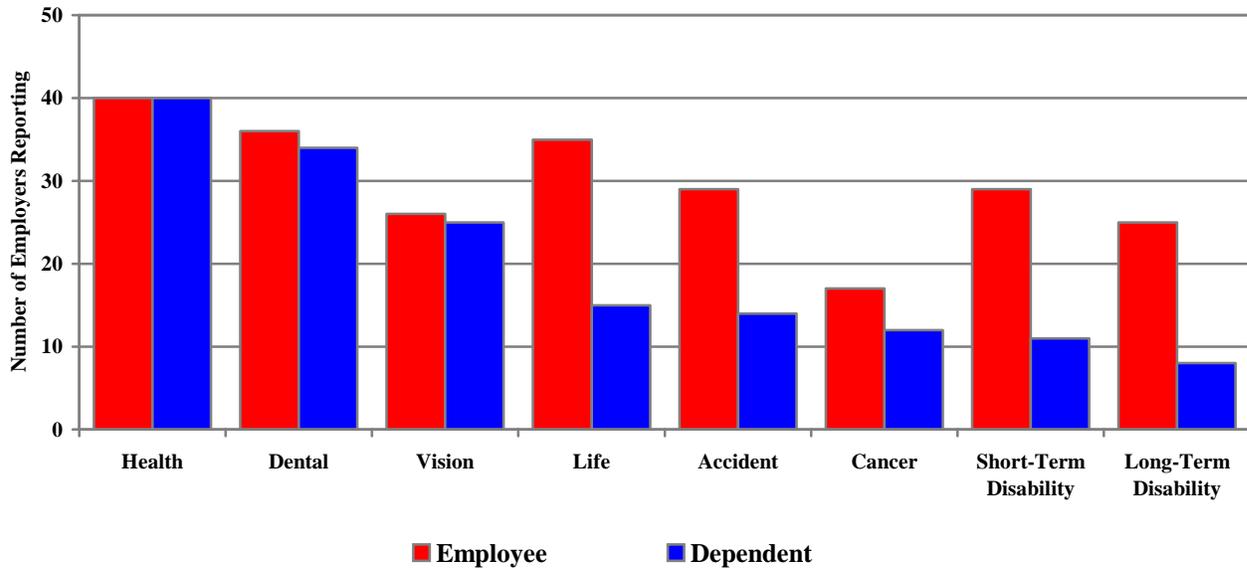
SOC Code	EASTERN JACKSON COUNTY, MISSOURI AREA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
47-2020	Brickmasons, Blockmasons and Stonemasons	\$19.17	\$19.17	\$19.17	\$28.81	\$28.81	\$28.81	\$28.81	17	1
47-2061	Construction Laborers	\$9.62	\$16.00	\$13.35	\$14.91	\$19.23	\$16.72	\$17.27	50	3
47-2141	Painters, Construction Maintenance	\$14.43	\$19.00	\$16.72	\$15.39	\$24.00	\$19.70	\$23.66	25	2
49-1011	First Line Supervisors of Mechanics, Installers and Repairers	\$11.60	\$19.23	\$16.58	\$19.23	\$24.00	\$21.02	\$20.76	7	5
49-9041	Industrial Machinery Mechanics	\$14.00	\$16.00	\$15.00	\$16.25	\$24.00	\$20.13	\$23.85	102	2
49-9042	Maintenance and Repair Workers, General	\$8.00	\$18.00	\$12.34	\$9.50	\$20.94	\$15.54	\$16.28	63	14
49-9043	Maintenance Workers Machinery	\$10.19	\$18.00	\$13.41	\$11.53	\$24.00	\$16.13	\$23.86	222	4
49-9098	Helpers, Installation, Maintenance and Repair Workers	\$9.62	\$10.19	\$9.94	\$10.58	\$13.00	\$11.70	\$11.49	9	3
51-1011	First Line Supervisors of Production and Operating Workers	\$11.00	\$21.00	\$15.12	\$12.00	\$27.50	\$18.45	\$18.28	55	9
51-2022	Electrical and Electronic Equipment Assemblers	\$9.00	\$9.00	\$9.00	\$10.00	\$10.00	\$10.00	\$10.00	15	1
51-2031	Engine and Other Machine Assemblers	\$9.00	\$13.00	\$11.00	\$10.27	\$18.00	\$14.14	\$10.79	15	2
51-4012	Numerical Tool and Process Control Programmers	\$12.00	\$19.00	\$15.90	\$14.00	\$25.00	\$18.95	\$23.91	71	5
51-4021	Extruding and Drawing Machine Setters, Operators and Tenders	\$9.62	\$9.62	\$9.62	\$11.06	\$11.06	\$11.06	\$11.06	2	1
51-4031	Cutting, Punching and Press Machine Setters	\$10.00	\$14.36	\$12.18	\$14.00	\$17.23	\$15.62	\$14.81	4	2
51-4033	Grinding, Lapping, Polishing Machine Tool Setters	\$9.00	\$9.00	\$9.00	\$11.00	\$11.00	\$11.00	\$11.00	4	1

SOC Code	EASTERN JACKSON COUNTY, MISSOURI AREA WAGE SUMMARY	Low Entry Wage	High Entry Wage	Average Entry Wage	Low Average Wage	High Average Wage	Mean Average Wage	Weighted Average Wage	Number of Employees	Number of Firms
51-4041	Machinists	\$10.00	\$25.00	\$14.19	\$11.65	\$26.00	\$18.35	\$19.57	117	8
51-4072	Molding, Coremaking and Casting Machine Setters	\$9.00	\$9.50	\$9.25	\$11.50	\$12.50	\$12.00	\$11.65	13	2
51-4081	Multiple Machine Setters, Operators and Tenders	\$9.00	\$19.00	\$13.44	\$10.50	\$23.00	\$16.21	\$22.26	361	5
51-4111	Tool and Die Makers	\$10.00	\$26.78	\$18.51	\$15.92	\$26.78	\$21.39	\$21.73	37	7
51-4121	Welders, Cutters, Solderers and Brazers	\$9.62	\$24.00	\$13.75	\$10.50	\$25.00	\$16.17	\$16.73	48	7
51-4193	Plating and Coating Machine Setters, Operators and Tenders	\$9.00	\$13.32	\$11.16	\$10.50	\$17.25	\$13.88	\$11.46	7	2
51-4194	Tool Grinders, Filers and Sharpeners	\$9.00	\$17.00	\$13.00	\$13.00	\$20.00	\$16.50	\$19.18	17	2
51-5023	Printing Machine Operators	\$15.00	\$15.00	\$15.00	\$19.00	\$19.00	\$19.00	\$19.00	10	1
51-9021	Crushing, Grinding and Polishing Machine Setters	\$8.50	\$19.00	\$13.75	\$9.25	\$22.00	\$15.63	\$19.98	63	2
51-9041	Extruding, Forming, Pressing and Compacting Machine Setters, Operators and Tenders	\$9.14	\$12.50	\$10.82	\$11.06	\$19.59	\$15.33	\$16.75	42	2
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$7.22	\$17.00	\$12.56	\$11.50	\$25.00	\$16.27	\$17.99	140	13
51-9111	Packaging and Filling Machine Operators and Tenders	\$8.00	\$18.00	\$12.00	\$11.42	\$19.00	\$15.14	\$17.61	25	3
51-9198	Helpers - Production Workers	\$7.50	\$15.00	\$9.00	\$8.50	\$20.00	\$11.42	\$14.56	268	12
53-1021	First Line Supervisors of Helpers, Laborers and Material Movers	\$10.00	\$17.00	\$13.90	\$16.00	\$21.50	\$18.41	\$16.06	222	5
53-3032	Truck Drivers, Heavy and Tractor-Trailer	\$9.00	\$20.00	\$12.10	\$9.00	\$24.00	\$14.09	\$17.93	33	11

<b>SOC Code</b>	<b>EASTERN JACKSON COUNTY, MISSOURI AREA WAGE SUMMARY</b>	<b>Low Entry Wage</b>	<b>High Entry Wage</b>	<b>Average Entry Wage</b>	<b>Low Average Wage</b>	<b>High Average Wage</b>	<b>Mean Average Wage</b>	<b>Weighted Average Wage</b>	<b>Number of Employees</b>	<b>Number of Firms</b>
53-7011	Conveyer Operators and Tenders	\$15.00	\$15.00	\$15.00	\$18.00	\$18.00	\$18.00	\$18.00	26	1
53-7051	Industrial Truck and Tractor Operators	\$11.00	\$13.00	\$12.00	\$13.15	\$19.00	\$16.08	\$18.67	35	2
53-7063	Machine Feeders and Offbearers	\$8.00	\$18.00	\$13.00	\$10.00	\$19.00	\$14.50	\$18.97	267	2
53-7064	Packers and Packagers	\$7.50	\$13.00	\$9.20	\$8.50	\$14.00	\$11.11	\$12.94	296	10

**FRINGE BENEFITS SECTION**

## INSURANCE COVERAGE



The above chart separates insurance coverage into the categories of health, dental, vision, life, accident, cancer, short-term disability and long-term disability and gives the number of participating employers reporting offering each type of insurance coverage for their workers and families regardless of the percent of premium paid for by the company. As noted, 40 of the participating companies reported providing health insurance for employees. The table on the following page illustrates the number and percent of companies reporting either 100%, partial %, or 0% of insurance premiums paid for employees and dependents for the categories listed. For example, seven of the companies who reported this information reported paying 100% of the premium for health insurance for their employees, and 25 companies reported paying a partial percentage of the premium for health insurance for dependents of employees. The companies which reported having coverage for the plans but declined to report the percent paid by the company are excluded from these tables.

In addition, 33 of the reporting companies stated that health insurance for employees included a prescription drug plan, and 13 companies offer an employee assistance plan (EAP). Insurance reported other than that listed above includes additional life insurance, long term care, tax savings plan, and Section 125 Flexible Benefit Plan.

## INSURANCE PREMIUMS PAID

Type of Insurance	100% of Premium Paid by Company	Partial Premium Paid by Company	0% of Premium Paid by Company
<b>Health</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	7	32	1
Dependent	1	25	14
<b>Dental</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	7	19	10
Dependent	2	20	12
<b>Vision</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	3	15	8
Dependent	0	12	13
<b>Life</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	22	4	9
Dependent	4	4	7
<b>Accident</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	10	3	15
Dependent	1	2	10
<b>Cancer</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	0	3	15
Dependent	0	2	10
<b>Short-Term Disability</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	6	7	16
Dependent	0	2	9
<b>Long-Term Disability</b>	<b># of Companies</b>	<b># of Companies</b>	<b># of Companies</b>
Employee	7	5	13
Dependent	0	1	7

## FINANCIAL PLANS

Many of the participating companies offered various financial plans to their employees, as illustrated in the following chart. Many employers offer more than one plan.

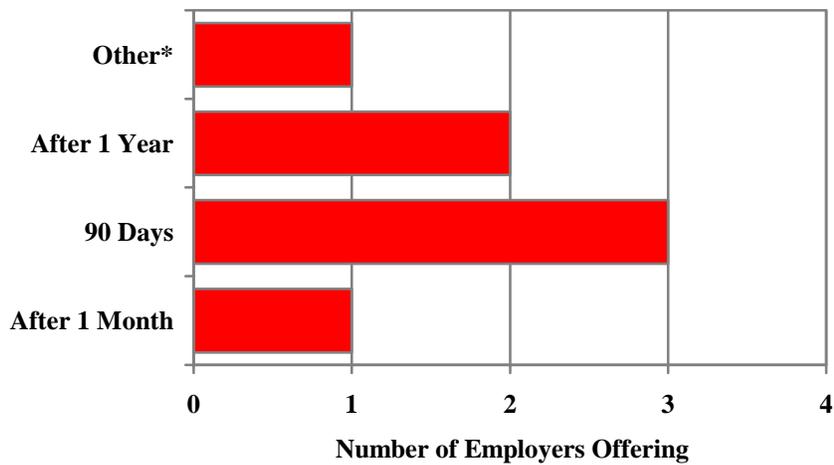
Financial Plans Offered	# of Employers Offering
401K/403B Plan	29
Annual Bonus	17
Tuition Reimbursement	16
Health Savings Plan	10
Credit Union	9
Profit-Sharing Plan	9
Pension Plan	8
ESOP/ESPP	5
Savings Plan	5
IRA/SEP	5
Safety Bonus	4
Stock Purchase	3
Gain Sharing	3
Attendance Bonus	2
Quarterly Bonus	2
Stock Bonus	2

Other financial plans reported by one employer each include Christmas Club, SIMPLE, and Thrift Savings Plan.

## PAID LEAVE

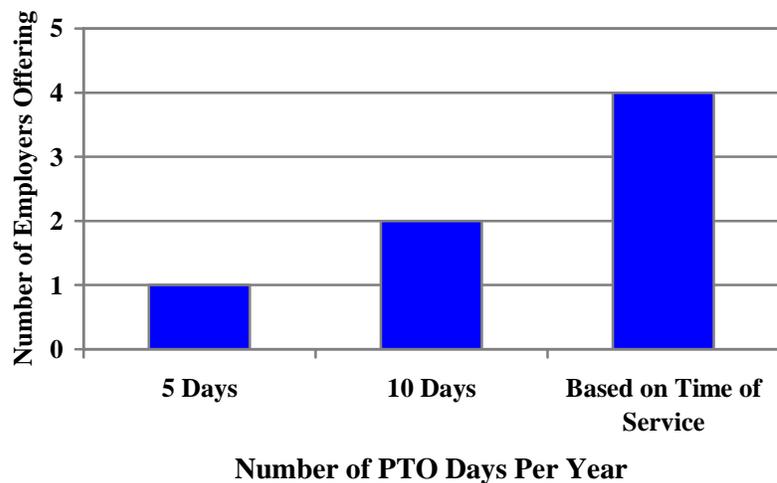
The following information reflects the data collected from the participating employers on paid time off or paid leave for workers. Examples of paid leave include holidays, vacation, and sick leave. Seven companies reported combining these categories into personal/paid time off (PTO). Eligibility periods for PTO and number of PTO days per year were reported as follows:

### PTO Eligibility Periods



The “other” eligibility period was reported as January 1<sup>st</sup> after the date of hire.

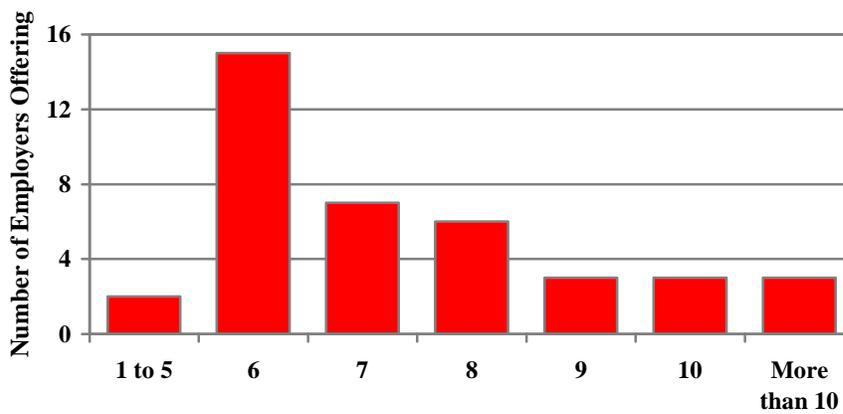
### PTO Days Per Year



## Holidays

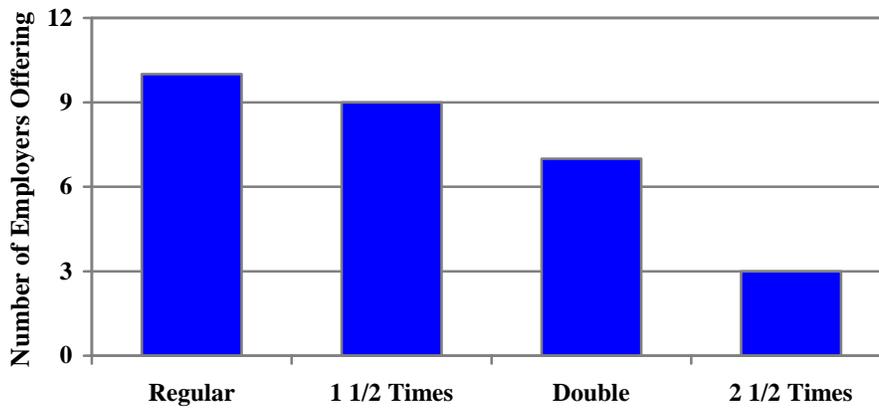
The number of paid holidays per year for workers as reported by the participating employers ranges from five or less to more than ten. One company reported six unpaid holidays per year, one company reported five unpaid holidays per year, and two companies reported five or less unpaid holidays per year.

### Number of Paid Holidays Per Year



For employees who work on holidays, the following chart indicates reported holiday pay rates.

### Holiday Pay



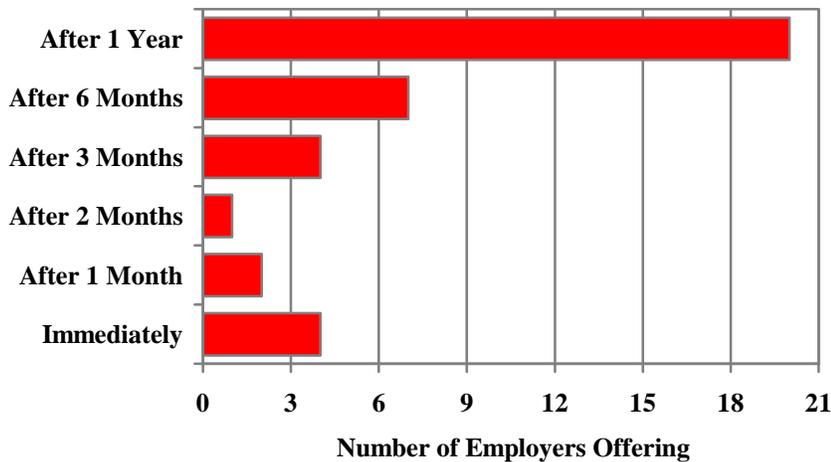
Other holiday information reported includes the following:

- One employer reported that part-time employees receive holiday pay based on the number of hours worked.
- One employer reported that employees receive regular pay plus the holiday as PTO hours to be used later.

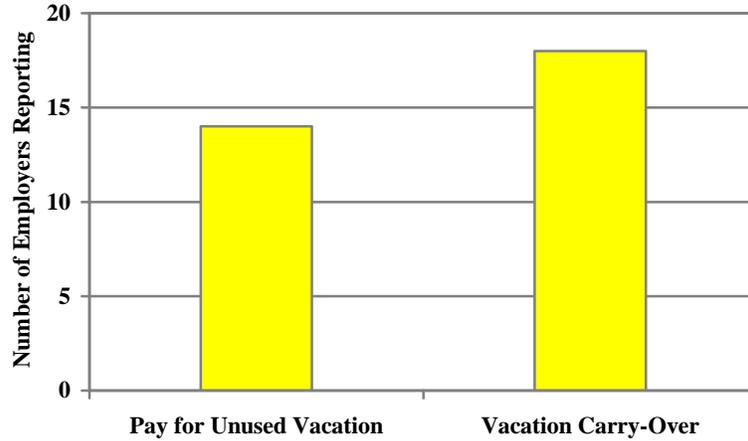
### Vacation

The table below indicates eligibility period for vacation as reported by the participating employers. As shown, employees in 20 companies were eligible for paid vacation after 1 year of employment.

**Vacation Eligibility Periods**

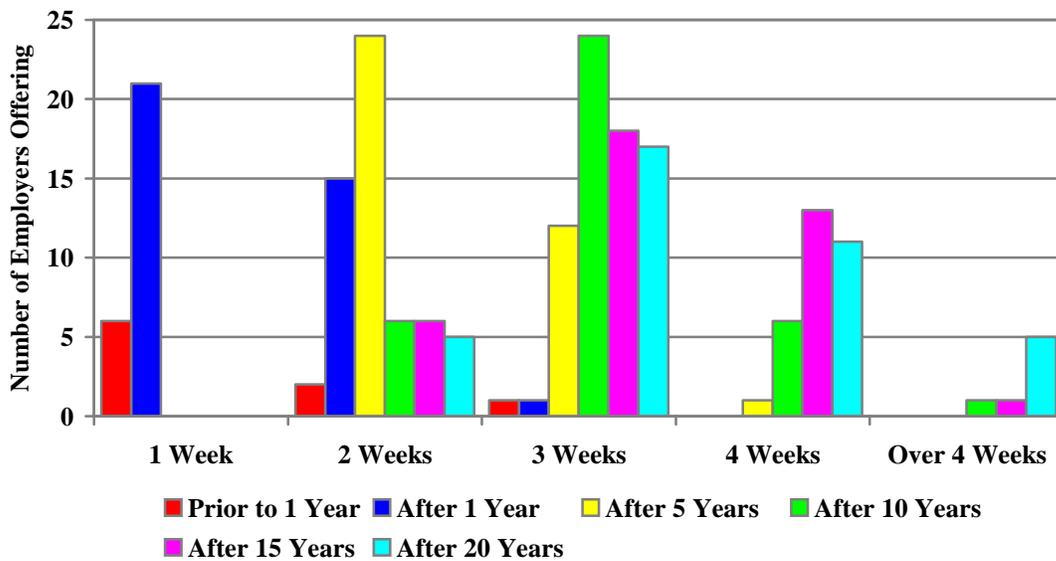


Further, of the reporting companies, 14 reported pay for unused vacation time, and 18 companies allowed vacation carry-over for their workers.



The chart below shows the number of participating companies who reported offering specific numbers of vacation weeks prior to 1 year of employment, after 1 year of employment, after 5 years, after 10 years, after 15 years, and after 20 years of employment for their employees.

### Number of Vacation Weeks



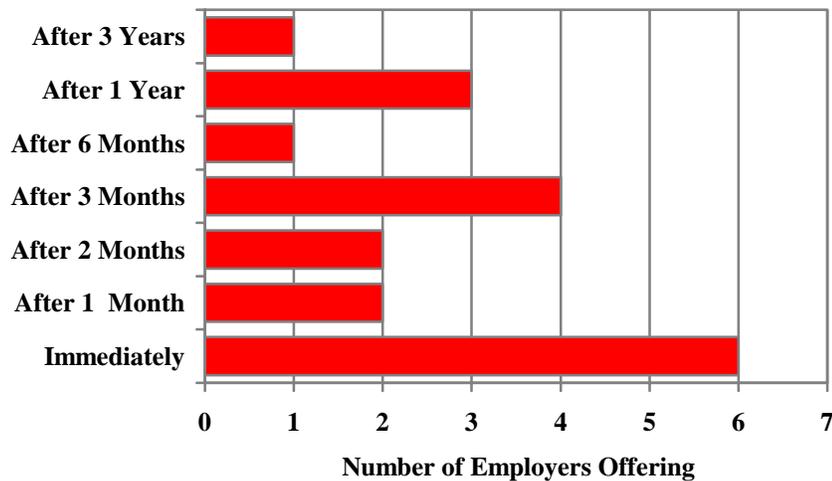
Other information concerning vacation as reported by the participating employers includes:

- Two weeks after 2 years.
- Five weeks after 25 years.
- Salaried employees receive 2 weeks at time of hire except for those hired in last quarter of the year.
- Three companies reported that vacation is considered part of PTO package.
- Seven companies reported vacation time prior to one year of employment was prorated based on length of service.

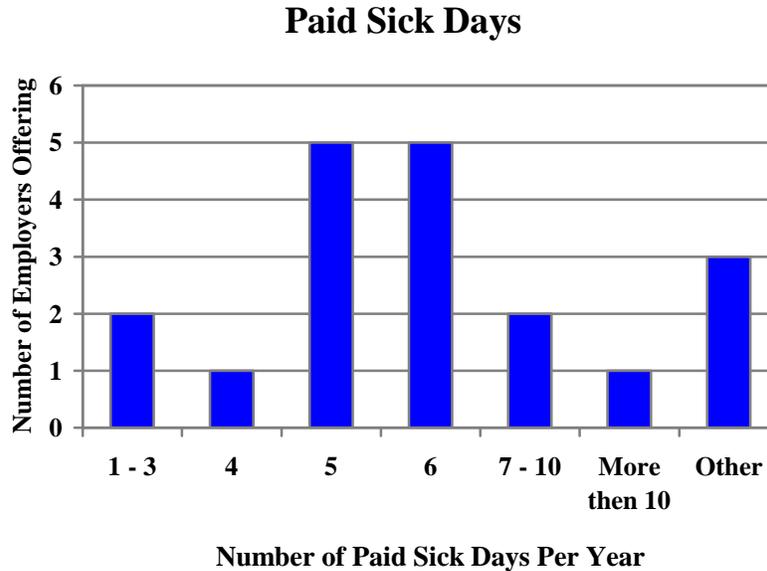
### Sick Leave

The following chart gives eligibility times for those companies that offer paid sick leave to workers. As illustrated, six of the participating companies reported that sick leave benefits for employees begin immediately upon hire.

**Sick Leave Eligibility Periods**



The number of paid sick days per year for employees, as reported by the participating employers, is shown in the chart below.



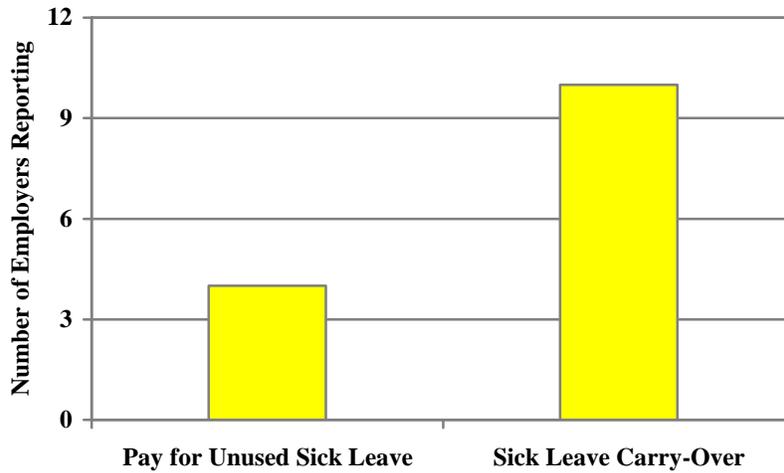
The “Other” category includes:

- Based on hours worked/years of service – two companies.
- Up to 13 weeks per illness @ 50% pay – one company.

Other sick leave information as reported by the participating employers is as follows:

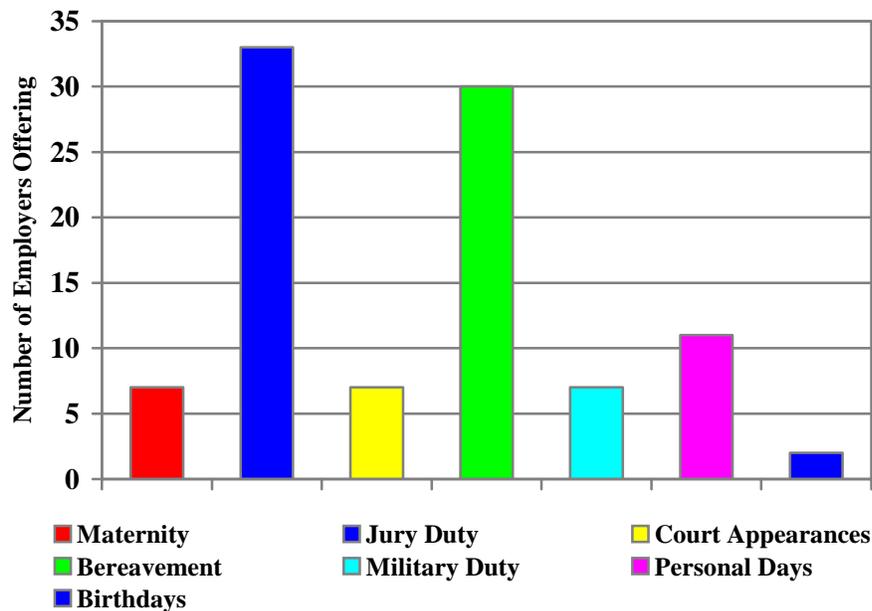
- Paid sick leave is for management only.
- Paid sick leave is for full-time only.
- Employees must work at least 4 hours per day in order to be eligible for sick pay.
- Employees receive 2 hours sick time when 80 hours are worked in any pay period.

Additionally, of the reporting companies, four companies reported pay for unused sick leave, and ten companies allowed sick leave carry-over for workers.



### Other Paid Leave

Participating employers were asked to report whether their companies gave additional paid time off to employees for maternity, jury duty, court appearances, bereavement, military duty or other categories.





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